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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, January 11, 2001
TIME: 4:30 p.m.
LOCATION: City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

01-08-01 04 21

ROSTER OF COMMISSIONERS

Youn-Cha Shin Chey
Shirley Dimapilis
Julia Globus-Sabori
Wilfred W. Hsu
Martha Knutzen
Larry Lee
Leslie Littleton
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Alan Watahara

INTERIM DIRECTOR

Virginia M. Harmon

COMMISSION SECRETARY

Toni A. Delgado, 252-2502

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California 94102-6033

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FAX (415) 431-5764
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AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   a) Approval of minutes of Commission Meeting of December 14, 2000 [Action Item (***)]

3. GENERAL COMMUNICATIONS FILE

4. PUBLIC COMMENT

5. REPORT OF THE CHAIR

   a) Individual Commissioner reports on Community Activities [Discussion Item (*)]
   b) Discussion of Commissioner Retreat [Discussion Item (**)]

6. REPORT OF THE DIRECTOR

   a) Chapter 12.D.A Waiver Report [Discussion Item (***)]
   b) Proposal to organize a program in San Francisco around the new documentary film, *Tutu and Franklin: A Journey Toward Peace* [Discussion/Action Item (***)]
   c) Continuation of discussion on the escalating violence in the Bay View/Hunters Point [Discussion/Action Item (***)]
   d) Report on Contract Audits [Discussion/Action Item (**)]

7. COMMITTEE REPORTS

   a) Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Co Chair
      Larry Brinkin, Committee Staff

      1. No Report.

         NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 16, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b) Employment Committee
      Commissioner Larry Lee, Chair
      Pansy Waller, Committee Staff

      1. No Report.

         NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 1, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   c) Issues Committee

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

Commissioner Leslie Littleton, Co Chair
Commissioner Antonio Salazar-Hobson, Co Chair
Emil DeGuzman, Committee Staff

1. Report of the January 8, 2001 Committee Meeting [Discussion Item (*)]

   NOTE: *The next meeting of the Issues Committee will be held on Monday, February 5, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Commissioner Alan Watahara, Member
Romulus Asenloo, Committee Staff

1. No Report.

   NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, January 31, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e) Youth and Education Committee
Commissioner Alan Akira Watahara, Co Chair
Commissioner Youn-Cha Shin Chey, Co Chair
Toni A. Delgado, Committee Staff

1. No Report.

   NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, February 7, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

8. OLD / NEW BUSINESS

9. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, JANUARY 25, 2001

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

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City and County of San Francisco

Recreation and Park Department
Human Rights Commission Office

McLaren Lodge
501 Stanyan Street
San Francisco, CA 94117
FAX: (415) 831-2099
Phone: (415) 831-2082

MEMORANDUM

Date: January 5, 2001

To: Members of the Human Rights Commission

Cc: Virginia Harmon, Interim Director

From: Diana Rathbone, Senior Contract Compliance Officer

Subject: Contract Audits

Chapter 12D.A.6(E) of the San Francisco Administrative Code requires the HRC Director, in cooperation with the Controller, to conduct random audits of prime contractors in order to ensure their compliance with the Ordinance. The HRC Director, again in cooperation with the Controller, is further charged with auditing 10% of joint ventures granted bid discounts in each fiscal year.

In July of last year, the HRC director asked me to coordinate the first of these audits with the Controller's Office. A set of procedures was developed (please see attached memo from the Controller's Auditing Division), with the understanding that they would be reviewed, and, as necessary, modified, based on the Controller's experience with the initial audits.

In order to ensure a comprehensive sample, as well as a thorough test of the audit procedures, the first contracts to be audited were not randomly picked. Instead, the HRC Director selected them from those already entered into the Citywide Diversity Tracking System. For the fiscal year which ended in June, 2000, this encompassed approximately 300 professional services and construction contracts, as well as 18 joint ventures that were granted a discount. Of the five contracts selected, one was awarded by the Airport, two by DPW, one by the PUC and one by the Port Commission. Four were construction contracts, including one joint venture, and one was a professional services joint venture.

The first two audits have recently been completed. They include a joint venture professional services contract awarded by DPW and a construction contract with M/WBE subcontractor participation awarded by the Port.

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CITY AND COUNTY OF SAN FRANCISCO OFFICE OF THE CONTROLLER

Edward Harrington
Controller

Matthew H. Hymel
Chief Assistant Controller

00 AUG -1 PM 2:09
S.F. HUMAN RIGHTS COMMISSION

July 31, 2000

Ms. Virginia Harmon
Interim Director
Human Rights Commission
25 Van Ness Ave, Suite 800
San Francisco, CA 94102

Dear Ms. Harmon:

Pursuant to our meeting to discuss audits of contractors' compliance with the Minority/Women/Local Business Utilization Ordinance (MBE/WBE/LBE Ordinance), the Controller's Audits Division will perform five audits of contractors for the Human Rights Commission (HRC). The five audits are Rec & Park's Zoo Infrastructure (awarded by DPW), Airport's Informational Mapping System, Port's Pier 50 Parking & Wash Area, Airport's Communications Center, and As-Needed Geotechnical Engineering.

These audits will be performed in order to comply with the San Francisco Administrative Code [Section 12D.A.6(E)], which requires that HRC, in cooperation with the Controller's Office, conduct random audits of prime contractors and audit 10% of the joint ventures granted a discount each fiscal year. Your staff determined that for FY 1999-00 there were 313 prime contractors in the Citywide Diversity Tracking System that may have MBE/WBE sub-contracting requirements and 18 joint ventures that were granted a bid discount.

The strategy for selecting these five contractors for audit is that they were projects that were recently completed or they were on-going services that we could review a segment of completed work. Of the five audits we will perform, three audits are MBE/WBE participation audits and two audits are joint venture audits. We will consider whether this strategy is appropriate at the completion of this pilot program of five audits. Once these audits are complete we will consider the best approach for HRC to meet the Administrative Code requirement and to best meet HRC's needs.

For MBE/WBE participation audits, the scope will be to:

1. Identify the contract amount and MBE/WBE sub-contractor participation approved by HRC, including any contract modifications or change orders.
2. Identify the amount paid to the prime contractor per City records and the amount paid by the prime contractor to the MBE/WBE sub-contractors according to records submitted to the City.

3. Confirm with the MBE/WBE subcontractors the amount they were paid by the prime contractor. On a sample basis, review MBE/WBE subcontractor records to verify that payments to MBE/WBE subcontractors were made. Obtain explanation if the total payment varied from the approved amount.
4. Determine if there is some evidence that the MBE/WBE subcontractor did the work. Records we would review could include work products, invoices, or payroll records.
5. Identify if significant information in the Citywide Diversity Tracking System is correct and complete.
6. For any exceptions, we will obtain from the responsible party an explanation for the problem. HRC can use this information to begin determining if a penalty should be levied against the responsible party.

For joint venture audits, the scope will be to:

1. Identify the contract amount, including any contract modifications or change orders, as well as the participation of each joint venture partner as approved by HRC.
2. Identify the amount paid to the joint venture according to City records.
3. Confirm with each joint venture partner the amount they were paid by the joint venture. On a sample basis, review the MBE/WBE/LBE partner records to verify that payments to the MBE/WBE/LBE partner were made. Obtain explanation if the total payment varied from the approved participation levels.
4. Using the joint venture agreement approved by HRC, determine the types of participation activities to be audited. The participation activities could include the capital, staff, management, or equipment provided by each partner or the distribution of profit/loss to each partner. For each participation activity, determine if the MBE/WBE/LBE partner complied with the joint venture agreement.
5. Identify if significant information in the Citywide Diversity Tracking System is correct and complete.
6. For any exceptions, we will obtain from the responsible party an explanation for the problem. HRC can use this information to begin determining if a penalty should be levied against the responsible party.

Our audit process will include the following steps:

- ✓ Obtain information from HRC. Diana Rathbone will be our prime contact. Diana will obtain preliminary information from the appropriate HRC staff.
- ✓ Meet with HRC staff. Hold a meeting with the responsible HRC staff to discuss project and obtain information, including identifying potential problems. HRC to provide us with the HRC-approved amounts to the MBE/WBE subcontractors or to the joint venture partners, depending on the audit scope.

- ✓ Contact responsible City department. Inform the department that we will be conducting the audit.

- ✓ Contact City department's project manager. Obtain background on the contract and potential problems.

- ✓ Contact prime contractor and MBE/WBE subcontractors (or joint venture partners). Inform all contractors that we will be conducting the audit.

- ✓ Meet with prime contractor and MBE/WBE subcontractors (or joint venture partners). To perform necessary fieldwork, meet with the prime contractor and meet with or confirm information with the MBE/WBEs. For joint ventures, meet with the joint venture staff at location where joint venture records are kept, and meet with the individual partners as needed.

- ✓ Indications of fraud. If we find indications of fraud, we will raise the issue with the Controller. Then, if merit found, we would forward the matter to the District Attorney or City Attorney, and we would advise HRC, as appropriate, of the matter and status.

- ✓ Issue audit report. We will provide HRC a preview of the draft report for review and comment, then provide the draft report to audited entities for review, comment, and response, as appropriate. The final audit report will be distributed according to our normal distribution, including the Mayor, Board of Supervisors, HRC, and audited entities.

We will begin with the first audit soon. I will keep you apprised of any developments. Please call me at 554-7656 if I can be of additional assistance.

Sincerely,

Ben Carlick
Audit Manager

cc: Ed Harrington, Controller
Noriaki Hirasuna, Controller's Audits Director
✓ Diana Rathbone, HRC Senior Contracts Compliance Officer

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CITY AND COUNTY OF SAN FRANCISCO

OFFICE OF THE CONTROLLER
AUDITS DIVISION

Edward Harrington
Controller

Matthew H. Hymel
Chief Assistant Controller

December 22, 2000

Virginia Harmon, Interim Director
Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco CA 94102

Dear Ms. Harmon:

Enclosed is our report concerning the audit of the construction contract between the Port of San Francisco (Port) and Kin Wo Construction, Inc. (Kin Wo). We conducted this audit to verify whether Kin Wo met the requirements of the City and County of San Francisco (City) to subcontract with business enterprises owned by minorities and women. Because Kin Wo had not submitted all documents necessary for the Port to close the contract, the Port has not closed the contract nor fully paid this contractor. Kin Wo, in turn, has not fully paid its subcontractors. Kin Wo made a commitment to award to minority and women business enterprise subcontractors 27 percent ($133,800) of the maximum contract amount of $514,428. Through July 31, 2000, Kin Wo had paid the minority and women business enterprise subcontractors 21 percent ($104,600) of the total contract amount.

Sincerely,

NORIAKI HIRASUNA
Director

Enclosure

415-554-7647 City Hall • 1 Dr. Carlton B. Goodlett Place • Room 388 • San Francisco CA 94102-4694 FAX 415-554-7664

City and County of San Francisco

OFFICE OF THE CONTROLLER

HUMAN RIGHTS COMMISSION:
Compliance Audit of the Port of San Francisco Contract with Kin Wo Construction, Inc.

Audit Number 00017

December 22, 2000

CITY AND COUNTY OF SAN FRANCISCO OFFICE OF THE CONTROLLER

Edward Harrington
Controller

Matthew H. Hymel
Chief Assistant Controller

December 22, 2000 Audit Number: 00017

Port Commission
Port of San Francisco
Ferry Building, Room 3100
San Francisco, CA 94111

President and Members:

The Controller's Audits Division presents its audit report concerning the construction contract between the Port of San Francisco (Port) and Kin Wo Construction, Inc. (Kin Wo). The San Francisco Administrative Code requires the director of the Human Rights Commission, in cooperation with the Office of the Controller (Controller), to conduct random audits of contractors to ensure they properly meet their commitments to subcontract with minority and women business enterprises. We conducted this audit to verify whether Kin Wo met the requirements of the City and County of San Francisco to subcontract with business enterprises owned by minorities and women.

Because Kin Wo had not submitted all documents necessary for the Port to close the contract, the Port has not closed the contract nor fully paid this contractor. Kin Wo, in turn, has not fully paid its subcontractors. Kin Wo made a commitment to award to minority and women business enterprise subcontractors 27 percent ($133,800) of the maximum contract amount of $514,428. Through July 31, 2000, Kin Wo had paid the minority and women business enterprise subcontractors 21 percent ($104,600) of the total contract amount.

The Port's response is attached to this report. The Controller's Audits Division will be working with the department to follow up on the status of the recommendation made in the report.

Respectfully submitted,

Edward Harrington
Controller

415-554-7500 City Hall • 1 Dr. Carlton B. Goodlett Place • Room 316 • San Francisco CA 94102-4694 FAX 415-554-7466

RESULTS IN BRIEF

As of July 31, 2000, the construction contract between the Port of San Francisco (Port) and Kin Wo Construction, Inc. (Kin Wo), remained open because Kin Wo had not submitted all documents necessary for the Port to close the contract. Moreover, Kin Wo had not yet met its commitment to the City and County of San Francisco (City) to pay 27 percent of the total contract amount to subcontractors that qualify as businesses owned by minorities or women. Section 12D of the San Francisco Administrative Code requires City departments to encourage their contractors to show good-faith efforts to engage minority business enterprise (MBE) and women business enterprise (WBE) subcontractors. In its contract, which began on June 23, 1998, Kin Wo committed to award 27 percent ($133,800) of its maximum contract amount of $514,428 to MBE and WBE subcontractors. Because Kin Wo had not submitted all documents necessary for the Port to close the contract, the Port paid Kin Wo only $417,152 of the contract amount through July 31, 2000, and Kin Wo had paid its MBE and WBE subcontractors 21 percent ($104,600) of the contract amount. During our audit, we also found sufficient evidence that each MBE and WBE subcontractor performed the work for which it received payment from Kin Wo. Finally, our review showed that Port staff generally entered correct information regarding this contract into the Citywide Diversity Tracking System; however, the database information was incomplete because staff had not entered into the system the subcontract amount for each of Kin Wo's subcontractors.

INTRODUCTION

The Port of San Francisco (Port) of the City and County of San Francisco (City) awarded a contract to Kin Wo Construction, Inc., (Kin Wo), on June 23, 1998, to construct a parking and wash facility at Pier 50 for Port vehicles. The contract award amount is not to exceed $514,428. In its bid, Kin Wo made a commitment to award 23 percent ($115,800) of the contract to subcontractors who qualify as minority business enterprises (MBE) and 4 percent ($18,000) to subcontractors who qualify as women business enterprises (WBE). According to the San Francisco Administrative Code (Administrative Code), Section 12D, a MBE is an economically disadvantaged local business owned and controlled by one or more minority persons and certified by the Human Rights Commission; a WBE is an economically disadvantaged local business owned and controlled by one or more women and certified by the Human Rights Commission.

The Administrative Code, Section 12D, is known as the Minority/Women/Local Business Utilization Ordinance (ordinance). The ordinance is intended to correct identified discriminatory practices found in the City's procurement processes and in the awarding of contracts to MBE, WBE, and local business enterprise contractors. The ordinance requires the City's contract-awarding authorities to encourage its contractors to make good-faith efforts to subcontract with MBEs and WBEs.

The director of the Human Rights Commission is to keep a database to report on the progress each City department has made towards the achievement of MBE and WBE participation goals. City departments are required to maintain correct, complete information in this database, the Citywide Diversity Tracking System, regarding their contracts.

The ordinance also requires the director of the Human Rights Commission, in cooperation with the Office of the Controller (Controller), to conduct random audits of contractors to ensure they properly meet their commitments to subcontract with MBEs and WBEs. The director selected this contract for audit.

SCOPE AND METHODOLOGY

The purpose of this audit was to determine if Kin Wo met its commitment for MBE and WBE subcontractor participation in its contract with the Port and if the subcontractors actually performed the work. We also assessed whether key information in the Citywide Diversity Tracking System is correct and complete. The audit period was June 23, 1998, through July 31, 2000.

To conduct the audit, we reviewed the applicable terms of Kin Wo's contract with the Port and assessed Kin Wo's procedures for managing and subcontracting the work on the project. We verified whether the Human Rights Commission had certified the designated subcontractors as MBEs or WBEs when the Port awarded the contract. To determine whether Kin Wo paid these subcontractors the amounts detailed in the contract, we confirmed with each of these subcontractors the amounts received during the audit period. To determine whether the MBE and WBE subcontractors performed the work specified, we reviewed these subcontractors' records, including payroll and other records for the audit period. In addition, we conducted interviews with the Port's construction managers, Kin Wo, and the MBE and WBE subcontractors. To evaluate the information in the Citywide Diversity Tracking System, we reviewed key information entered into the system by the Port, and we investigated any discrepancies.

AUDIT RESULTS

KIN WO HAS NOT YET COMPLETED ITS CONTRACT OR MET ITS COMMITMENT FOR PARTICIPATION BY MINORITY AND WOMEN BUSINESS ENTERPRISE SUBCONTRACTORS

Because Kin Wo Construction, Inc., had not submitted all documents necessary for the Port to close its contract with Kin Wo, the Port had not paid Kin Wo the entire amount of the contract. Moreover, Kin Wo had not completely fulfilled its commitment to pay its minority business enterprises (MBE) and women business enterprises (WBE) subcontractors 27 percent of the maximum contract amount of $514,428. As of July 31, 2000, the Port had paid Kin Wo only $417,152. Kin Wo, in turn, had paid its MBE and WBE subcontractors 21 percent ($104,600) of the total amount of the contract. Table 1 shows the amount Kin Wo had paid its MBE and WBE subcontractors as of July 31, 2000, and the progress it made in meeting the commitment for MBE and WBE participation specified in its contract.

Table 1
Participation of Minority and Women Business Enterprise Subcontractors
Kin Wo Construction, Inc.
June 23, 1998 through July 31, 2000

Minority and Women Business Enterprise Subcontractors	Committed Amount	Percentage of Contract Amount	Paid to Subcontractors	Percentage of Contract Amount
MBE Subcontractors				
W.L. Electrical	$78,000	16	$67,000	13
Far East Construction	37,800	7	10,000	2
Subtotal	**$115,800**	**23**	**$77,000**	**15**
WBE Subcontractors				
Doherty Painting & Construction	9,000	2	$19,500	4
Kwan Wo Ironworks	9,000	2	8,100	2
Subtotal	**$18,000**	**4**	**$27,600**	**6**
Total	**$133,800**	**27**	**$104,600**	**21**

Table 2 shows the amounts Kin Wo paid to each MBE and WBE subcontractor and the percentage of Kin Wo's contract that these amounts represent. We confirmed with each MBE and WBE subcontractor that it received the amount shown in Table 2.

Table 2
Payments to Minority and Women Business Enterprise Subcontractors
Kin Wo Construction, Inc.
June 23, 1998 through July 31, 2000

Minority and Women Business Enterprise Subcontractors	Subcontract Amount	Paid to Subcontractors	Percentage of Subcontract Amount
W.L. Electrical	$78,000	$67,000	86%
Far East Construction	37,800	10,000	26%
Doherty Painting & Construction	9,000	$19,500	217%
Kwan Wo Ironworks	9,000	8,100	90%
Total	**$133,800**	**$104,600**	**78%**

Below is some specific information on subcontractors listed on Table 2:

- Kin Wo paid W.L. Electrical Company $67,000 of the subcontract amount of $78,000. According to Kin Wo's office manager, Kin Wo will pay the balance of $11,000 when it receives the rest of its contract amount from the Port and when W.L. Electrical Company resolves a dispute with an equipment rental agency.

- Kin Wo paid Far East Construction Company (Far East) $10,000 of the subcontract amount of $37,800. According to Kin Wo's office manager, Kin Wo had not paid Far East in full because Far East had not submitted documentation of their general liability insurance, workers' compensation insurance, automobile insurance, and all of their certified payroll reports. A representative of Far East said the company had submitted all the information properly and in a timely manner to Kin Wo. We informed the Port's construction manager of this situation so he can resolve it.

- Kin Wo and Doherty Painting & Construction, Inc. (Doherty) renegotiated their subcontract agreement after the Port awarded the contract to Kin Wo. Doherty received the renegotiated contract amount of $19,500 for its work on the project, rather than the $9,000 Kin Wo had originally agreed to pay Doherty. According to Kin Wo's president, Kin Wo and not the Port is bearing this increased cost.

- Kin Wo paid Kwan Wo Ironworks Inc. $8,100 of the subcontract amount of $9,000. Kin Wo is retaining $900 until it receives final payment from the Port.

We also found sufficient evidence to show that each MBE and WBE subcontractor performed the work for which it received payment. For three of the four MBE and WBE subcontractors, we reviewed a sample of the certified payroll reports these subcontractors submitted to the Port. We compared the certified payroll reports to the daily log kept by the Port showing the number of subcontractors' employees working at the job site, and we verified that employees on the certified payroll reports also appeared on the subcontractors'

payroll records. For the fourth subcontractor, Kwan Wo Ironworks Inc., we reviewed the delivery receipt and payment records that showed this subcontractor performed the work.

THE PORT GENERALLY ENTERED COMPLETE, ACCURATE INFORMATION INTO THE CITYWIDE DIVERSITY TRACKING SYSTEM

Although the information that Port staff entered into the Citywide Diversity Tracking System was accurate in the fields we tested, Port staff did not enter complete information in all fields. After consulting with Human Rights Commission staff and a Department of Telecommunications and Information Services programmer responsible for the system, we selected several fields from the Citywide Diversity Tracking System to determine if the Port entered complete, correct information for this contract. All the information we tested was correct, but the Port did not enter the subcontract amount for each subcontractor into the system. The Port's human resources manager said the Port is working to enter this data.

RECOMMENDATIONS

To comply fully with the Minority/Women/Local Business Utilization Ordinance in the San Francisco Administrative Code, we recommend that the Port of San Francisco take the following steps:

- Continue to monitor participation of MBE and WBE subcontractors to ensure that Kin Wo Construction, Inc., achieves the participation goals in its contract with the Port.
- Continue to monitor Kin Wo's payments to MBE and WBE subcontractors to ensure that these subcontractors receive full payment for their work on the project.
- For each contract that it enters in the Citywide Diversity Tracking System, enter complete information.

We conducted this review according to generally accepted government auditing standards. We limited our review to those areas specified in the audit scope section of this report.

Staff: Ben Carlick, Audit Manager
Millicent Bogert

RESPONSE TO THE AUDIT

PORT OF SAN FRANCISCO

PORT OF SAN FRANCISCO
Ferry Building, Room 3100
San Francisco, CA 94111
(415) 274-0400

December 15, 2000

Ben Carlick
Audit Manager
Office of the Controller
City Hall
1 Dr. Carlton B. Goodlett Place, Room 338
San Francisco, CA 94102

Subject: *Draft Audit Report of HRC Compliance Audit of Pier 50 Parking and Wash Area Contract*

Dear Mr. Carlick,

The Port has reviewed the draft report and has the following comments:

- The draft report correctly states that, as of July 31, 2000, the construction contract with Kin Wo remained open because Kin Wo had not submitted all documents necessary for the Port to close the contract. While additional payments have been made to Kin Wo since July 31, the Port is still awaiting a final pay request in order to close out the job. Port staff will continue to work with the contractor to close out all open items and complete the contract.

- The dispute between W. L. Electrical and Kin Wo has been resolved, to the best of our knowledge.

- While the Port was aware that Far East Construction had not yet submitted some documentation to Kin Wo, no Stop Notices have been filed by Far East Construction and we were unaware that payments had been withheld from the subcontractor because of this. We will, however, look into this issue.

- The Port has completed entering all current data for this project into the Citywide Diversity Tracking System

The Port fully intends to implement the recommendations included in the report by 1) Continuing to monitor the participation goals in this contract; 2) Continuing to monitor payments to subcontractors; and 3) Entering complete information into the Citywide Diversity Tracking System on a timely basis.

Please feel free to contact me at 274-0544 or my e-mail address (see below) if I can be of further assistance.

Thank you,

Leo J Bragagnolo, P.E.
Construction Manager
Port of San Francisco

Leo_Bragagnolo@sfport.com,

Cc: Ben Kutnick, John Woo, Kathy Mallegni, Cliff Jarrard

cc: Mayor
Board of Supervisors
Civil Grand Jury
Public Library
Budget Analyst
KPMG LLP
Human Rights Commission

CITY AND COUNTY OF SAN FRANCISCO

OFFICE OF THE CONTROLLER
AUDITS DIVISION

Edward Harrington
Controller

Matthew H. Hymel
Chief Assistant Controller

December 22, 2000

Virginia Harmon, Interim Director
Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Dear Ms. Harmon:

Enclosed is our report concerning the audit of the as-needed geotechnical engineering services contract between the Department of Public Works (Public Works) of the City and County of San Francisco and the joint venture of Treadwell & Rollo, Inc./Olivia Chen Consultants, JV (joint venture). The report concludes that Olivia Chen Consultants, Inc., the minority/women/local business enterprise that is a partner in the joint venture, has met the 40 percent participation level to which the joint venture committed.

Respectfully submitted,

NORIAKI HIRASUNA
Director

Enclosure

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City and County of San Francisco

OFFICE OF THE CONTROLLER

HUMAN RIGHTS COMMISSION:
Compliance Audit of the Department of Public Works Contract with Treadwell & Rollo, Inc./Olivia Chen Consultants, JV

Audit Number 00012

December 22, 2000

CITY AND COUNTY OF SAN FRANCISCO OFFICE OF THE CONTROLLER

Edward Harrington
Controller

Matthew H. Hymel
Chief Assistant Controller

December 22, 2000 Audit Number: 00012

Edwin Lee, Director
Department of Public Works
City Hall, Room 348
San Francisco, CA 94102

Dear Mr. Lee:

The Controller's Audits Division presents its audit report concerning the as-needed geotechnical engineering services contract between the Department of Public Works (Public Works) of the City and County of San Francisco and the joint venture of Treadwell & Rollo, Inc./Olivia Chen Consultants, JV (joint venture). The San Francisco Administrative Code requires the director of the Human Rights Commission, in cooperation with the Office of the Controller (Controller), to audit 10 percent of the joint ventures granted bid discounts each fiscal year to ensure they properly meet their commitments to fully use minority, women, or local business enterprises as a joint venture partner. We conducted this audit to verify whether the joint venture met the participation commitment for the minority/women/local business enterprise partner.

Although the term of the contract has not yet ended as of July 31, 2000, Olivia Chen Consultants, Inc. (Chen Consultants), the minority/women/local business enterprise that is a partner in the joint venture, has met the 40 percent participation level to which the joint venture committed. Through July 31, 2000, Chen Consultants billed the joint venture for 41 percent of the maximum contract amount of $300,000 for the work it performed.

Public Work's response is attached to this report. The Controller's Audits Division will be working with the department to follow up on the status of the recommendation made in the report.

Respectfully submitted,

Edward Harrington
Controller

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RESULTS IN BRIEF

As of July 31, 2000, the contract for as-needed geotechnical engineering services between the joint venture of Treadwell & Rollo, Inc./Olivia Chen Consultants, JV (joint venture) and the Department of Public Works (Public Works) has not yet ended. The contract termination date was December 1, 2000. Nonetheless, the joint venture has already met the 40 percent participation level for Olivia Chen Consultants, Inc., (Chen Consultants), the minority/women/local business enterprise partner in the joint venture, to which the joint venture committed under the contract. Section 12D of the San Francisco Administrative Code requires departments of the City and County of San Francisco (City) to make good-faith efforts to contract with minority, women, and local business enterprise contractors. Through July 31, 2000, Chen Consultants billed the joint venture for 41 percent ($123,557) of the maximum contract amount of $300,000 for the work it performed. During our audit, we also found sufficient evidence to show that Chen Consultants performed the work for which it billed the joint venture. Finally, our review showed that Public Works did not consistently enter complete and accurate information regarding this contract into the Citywide Diversity Tracking System. Without Public Works entering accurate and complete information into the Citywide Diversity Tracking System, the director of the Human Rights Commission is unable to provide the Mayor and the Board of Supervisors with accurate information on minority, women, or local business enterprise participation in City contracts.

INTRODUCTION

The Department of Public Works (Public Works) of the City and County of San Francisco (City) awarded a contract to the joint venture of Treadwell & Rollo, Inc./Olivia Chen Consultants, JV (joint venture) on December 3, 1997 for as-needed geotechnical engineering services. The joint venture received a 7.5 percent bid preference based on the participation in the joint venture by Olivia Chen Consultants, Inc., (Chen Consultants), a certified minority/women/local business enterprise (MWLBE). According to the San Francisco Administrative Code (Administrative Code), Section 12D, a MWLBE is an economically disadvantaged local business owned and controlled by one or more minority persons or by one or more women and certified by the Human Rights Commission. The joint venture committed to Chen Consultants achieving a 40 percent participation level in the contract. The contract award amount was not to exceed $300,000. The contract termination date was December 1, 2000. Public Works issued a service order to the joint venture to initiate a job under the contract.

The Administrative Code, Section 12D, is known as the Minority/Women/Local Business Utilization Ordinance (ordinance). The ordinance is intended to correct identified discriminatory practices found in the City's procurement processes and in the awarding of contracts to minority, women, and local business enterprise contractors. The ordinance establishes bid preferences for joint ventures with a minority, women, or local business enterprise as a joint venture partner. The ordinance requires the City's contract-awarding authorities to make good-faith efforts to contract with minority, women, and local business enterprise contractors.

The director of the Human Rights Commission is to keep a database to report on the progress each City department has made towards the achievement of the participation goals for minority and women business enterprises. City departments are required to maintain correct, complete information in this database, the Citywide Diversity Tracking System, regarding their contracts.

The ordinance also requires the director of the Human Rights Commission, in cooperation with the Office of the Controller (Controller), to audit 10 percent of the joint ventures granted bid discounts each fiscal year to ensure they properly meet their commitments to fully use minority, women, or local business enterprises as a joint venture partner. The director selected this contract for audit.

SCOPE AND METHODOLOGY

The purpose of the audit was to determine if Chen Consultants, the MWLBE joint venture partner, participated in the contract according to participation levels committed to by the joint venture and if Chen Consultants actually performed the work. We also assessed whether key information in the Citywide Diversity Tracking System is correct and complete. The audit period was December 3, 1997, through July 31, 2000.

To conduct the audit, we reviewed the operating procedures of the joint venture and the contract participation levels of Chen Consultants. We also verified whether Chen Consultants was certified as a MWLBE by the Human Rights Commission when Public Works awarded the contract. To determine whether Chen Consultants properly participated in the contract and achieved the participation goals that the joint venture committed to in the contract, we reviewed the joint venture's records and Chen Consultants' records. In particular, we determined whether the joint venture provided Chen Consultants an appropriate share of the work. To determine whether Chen Consultants actually performed the work, we reviewed the joint venture's records and Chen Consultants' records, including payroll records, invoices, and work products. We also conducted interviews with Public Works' managers and senior staff of both joint venture partners. To evaluate the information in the Citywide Diversity Tracking System, we reviewed key information entered into the system by Public Works, and we investigated any discrepancies.

AUDIT RESULTS

THE JOINT VENTURE MET ITS MINORITY/WOMEN/LOCAL BUSINESS ENTERPRISE PARTICIPATION REQUIREMENT

Although the term of the contract had not yet ended as of July 31, 2000, Chen Consultants has attained the 40 percent participation level for the minority/women/local business enterprise (MWLBE) partner to which the joint venture committed under the contract. Of the maximum contract amount of $300,000, Chen Consultants was to achieve 40 percent ($120,000) participation in the contract. Through July 31, 2000, the joint venture had invoices from its partners totaling $248,858 for work performed, including invoices from Chen Consultants totaling $123,557. Thus, as of July 31, 2000, Chen Consultants had exceeded the 40 percent participation level as it had invoiced 41 percent ($123,557) of the $300,000 maximum contract amount. As of July 31, 2000, the City had paid the joint venture a total of $202,354, with the remaining unpaid invoices still in process with the City.

We also found sufficient evidence to show that Chen Consultants, the MWLBE partner, performed the work for which it billed the joint venture. Of the 17 contract service orders that Public Works initiated, we sampled 2 service orders and verified that the engineers who signed the engineering reports were paid as employees of Chen Consultants.

PUBLIC WORKS DID NOT CONSISTENTLY ENTER ACCURATE INFORMATION TO THE CITYWIDE DIVERSITY TRACKING SYSTEM

Although Public Works correctly entered some information into the Citywide Diversity Tracking System, we found it did not consistently enter into the system complete and accurate information. We found that Public Works did not enter information into the system for which it had the data, including the goal percentage for minority or women business enterprise subcontractors, the original contract award amount, the contract approval date, and the unsuccessful bidders. Further, Public Works incorrectly entered into the system that the project classification was a professional services project, and that the participation type was a prime contractor. Public Works should have identified the project as an engineering project and as a joint venture. The Administrative Code, Section 12D.A.6.(A)7, requires the Human Rights Commission to issue an annual report to the Mayor and the Board of Supervisors on each City department's progress in meeting minority and women business enterprise participation goals. Without Public Works entering accurate and complete information into the Citywide Diversity Tracking System, the director of the Human Rights Commission is unable to provide the Mayor and the Board of Supervisors with accurate information on minority, women, or local business enterprise participation in City contracts.

Corrective Action

The Public Works manager of contract administration informed us that as of September 2000 the department is in the process of hiring an employee to enter information into the Citywide Diversity Tracking System to improve the completeness and accuracy of information in the system.

RECOMMENDATION

To comply fully with the Minority/Women/Local Business Utilization Ordinance in the San Francisco Administrative Code, we recommend that for each contract the Department of Public Works enters in the Citywide Diversity Tracking System, it enters complete and accurate information.

We conducted this review according to generally accepted government auditing standards. We limited our review to those areas specified in the audit scope section of this report.

Staff: Ben Carlick, Audit Manager
Richard Hendry

RESPONSE TO THE AUDIT

DEPARTMENT OF PUBLIC WORKS

City and County of San Francisco

Willie Lewis Brown, Jr., Mayor
Mark A. Primeau, Architect, AIA, Director

(415) 554-4831
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Department of Public Works
Deputy Director for
Financial Management and Administration
City Hall, Room 340
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4645

Robert J. Carlson, Deputy Director

December 19, 2000

Ben Carlick
Audit Manager
1 Dr. Carlton B. Goodlett Place
Room 388
San Francisco, CA 94102

Subject: Response to Audit Report Number: 00012

Thank you for giving us the opportunity to respond to your audit report number 00012 concerning our joint venture contractor Treadwell & Rollo, Inc./Olivia Chen Consultants. In general, we agree with the findings and recommendations but have several comments with respect to the section "Public Works did not consistently enter accurate information to the citywide diversity tracking system" on page four of the report.

With respect to the Citywide Diversity Tracking System (CDTS) the audit report notes that DPW did not enter complete information with respect to:

1. Original Contract Award Amount
2. Contract Approval Date
3. Goal Percentage for Minority or Women Business Enterprise Subcontractors
4. Unsuccessful Bidders;

and that DPW entered incorrect data with respect to:

1. Contract Classification
2. Contract Participation Type

Based on the CDTS record that was reviewed by the auditors we agree with the above finding. However, in our review, and working with staff from the Department of Telecommunication and Information Services (DTIS), we discovered that two records for this joint venture contractor existed in the CDTS and one record, separate from the record looked at by the auditors, did contain the Original Contract Award Amount ($300,000) and the Contract Approval Date (6/30/1998). Attachment "A" includes CDTS screen printouts as of November 17, 2000 that show this information. Attachment "B" includes CDTS screen printouts as of February 2, 2000 that also show the same information, Contract Award Amount and Contract Approval Date, existed in the system. We point to both of sets of screen printouts since one occurs before the record looked at by the auditors (6/12/2000) and one after. DTIS recognizes the duplicate records and is now *

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* We did not include the attachments in this report. Please contact the Department of Public Works to obtain a copy.

reviewing the system to correct the issue. This condition of duplicate records may have contributed to the difficultly of ensuring complete and accurate records.

Also it should be noted that on Attachment "A" the status of Edit Contract, Vendors, Awards, and Payments is noted as "Complete". Attachment "C" is the CDTS User's Guide and as stated in the guide, "Complete" is an indication that the data entry is complete, not that the contracted services are finished. During our February 2000 review for completeness and accuracy we may have assumed (incorrectly) that the data was complete. *

Since the inception of CDTS in early 1999 DPW has requested report generation capability that would improve the ability to review system input data for completeness and accuracy. The only report generated for that purpose was the database extract in February 2000 (noted above) that appears to have contained the duplicate records. Other than that report, data could only be viewed separately in each data entry screen during the data entry process and it was very difficult to see if there were any problems with the contract record. However, just last month, a report function was made available to CDTS users that we believe will enhance our ability to provide complete and accurate data.

We have one additional note regarding CDTS security. At times we have noticed changes to data fields in the CDTS but the system security does not track who made the changes. This can make it very difficult to ensure accuracy without an input audit trail.

DPW points out the above issues to give the reader of the audit report a sense of the some of the difficulties we have experienced in trying to implement the CDTS and maintain its accuracy. Our department, however, remains committed to providing accurate and complete information for the CDTS and will continue our ongoing efforts to cooperate with the HRC and DTIS in providing information as expeditiously and accurately as possible. We have already corrected the information as pointed out in the audit report. We will use the new reporting capabilities to improve past and future data inputs for accuracy and completeness. The department would also welcome additional training on the use of CDTS to ensure data is input into the system in a consistent way citywide.

If you have any questions and need additional information please contact Robert Carlson at 554-4831.

Sincerely yours,

Robert Carlson
Deputy Director for Financial Management and Administration

* See notes on page 7.

cc: Mayor
Board of Supervisors
Civil Grand Jury
Public Library
Budget Analyst
Human Rights Commission
KPMG LLP

CITY AND COUNTY OF SAN FRANCISCO

OFFICE OF THE CONTROLLER
AUDITS DIVISION

Edward Harrington
Controller

December 22, 2000

Audit No. 00012

Edwin Lee, Director
Department of Public Works
City Hall, Room 348
San Francisco, CA 94102

Subject: **Minor Findings of the HRC Compliance Audit of the DPW Contract with Treadwell & Rollo, Inc./Olivia Chen Consultants, JV**

Dear Mr. Lee:

We recently completed an audit of a Department of Public Works (DPW) engineering services contract to verify whether the joint venture properly met the participation commitment for the minority/women/local business enterprise partner. DPW has a contract with the joint venture of Treadwell & Rollo, Inc./Olivia Chen Consultants, JV (joint venture) to provide geotechnical engineering services on an as-needed basis. As part of our audit, we identified some findings that are not sufficiently material for inclusion in the audit report. The audit period was from December 3, 1997 through July 31, 2000. The minor findings and our recommendations are as follows:

1. DPW's contract manager relied on inaccurate data to track the financial status of the contract. The contract is a blanket contract, and DPW issues a service order to the joint venture to initiate a job under the contract. The contract manager maintains a spreadsheet to track the expenditures under each service order. Because the contract manager authorizes new service orders under the contract and approves invoices for payment, it is essential that the contract manager have accurate financial information. We found that the spreadsheet contained significant inaccuracies, including the following:

   - We found an unpaid invoice for $6,088 that the joint venture submitted to DPW for payment, but it was not included in the spreadsheet. The DPW project manager for this service order stated that he had authorized work to be done in excess of the project budget for which he had not yet requested an increase in the project budget.

   - For two contract service orders, the amounts in the contract manager's spreadsheet exceeded the amounts invoiced by the joint venture. For one service order, the amount listed on the spreadsheet was $9,548, while the joint venture's total invoice amount was $8,525. For the other service order, the amount listed on the spreadsheet was $46,539, while the joint venture's total invoice amount was $45,819.

- We found an invoice for $595 that had been approved and paid, but the DPW contract manager had not entered it in the spreadsheet.

The contract manager agreed to research and reconcile the discrepancies. During our review, we found that DPW's accounting and contract administration divisions had accurate information that could be provided to the contract manager and may meet the needs of the contract manager.

We recommend that DPW determine the most appropriate manner in which to provide the contract manager with accurate and timely financial information on the contract so the contract manager can properly manage the contract.

2. DPW's contract document files appear to be insufficiently organized to promote effective contract management. We reviewed contract documents in the contract administration division and the accounting division and found that neither of these divisions had a complete file on the contract. While each division had some contract documents, such as invoices, contract service orders, and Human Rights Commission (HRC) forms, neither division had the complete record. We observed that the contract administration division and the accounting division use a "drop" filing system, wherein staff simply drop documents into file folders, rather than filing them in an appropriate order. The respective DPW division managers informed us that this was due to lack of personnel to maintain more orderly files. In addition, these managers informed us that the contract administration division and the accounting division are working together to make one complete set of files that both can use and are considering archiving documents electronically.

   We recommend that DPW's contract administration division and accounting division improve their contract document files so they are more organized.

3. In the contract between DPW and the joint venture, DPW did not incorporate in the contract the commitment terms the joint venture made to the City in the HRC forms that the joint venture submitted as part of its response to the request for proposal (RFP). The joint venture submitted several completed HRC forms, including the MBE/WBE/LBE Rating Preference Application, Subconsultant Award Information, Compliance Affidavit, and Joint Venture Participation Schedule for MBE/WBEs. These forms specify how the joint venture will comply with commitments it made to use minority, women, and local business enterprises. For other construction contracts we audited, the contracts incorporated the bid proposals as part of the contracts, and the bid proposals included the HRC forms. However, this contract does not incorporate the response to the RFP. According to the DPW contract administrative division manager, the contract form used for this contract is routinely used for other professional service contracts. We discussed this matter with a deputy city attorney, who informed us that although these completed HRC forms are not incorporated in the contract, the City would be able to enforce these forms that were submitted as part of the contractor's response to the RFP. Although neither the joint venture nor any other City official raised this as a concern, and we determined that the joint venture complied with its minority/women/local business enterprise participation requirement,

2 we believe that future DPW contracts should be clearer in this regard. The City Attorney's Office agreed that it would be clearer to have these completed HRC forms incorporated into the standard contract terms, and agreed to do so in future contracts.

We recommend that DPW modify its standard contract for professional services to incorporate HRC forms as part of the contract.

We are advising you of these findings so that you can take the appropriate actions to resolve them. Please call me at (415) 554-7656 if we can be of further assistance on these matters.

Sincerely,

Ben Carlick
Audit Manager

cc: Robert Carlson, Deputy Director, DPW Financial Management and Administration
Gordon Choy, Manager, DPW Contract Administration Division
Azucena Leigh, Manager, DPW Accounting Division
David O'Sullivan, Contract Manager, DPW Structural Engineering
George Wong, Deputy City Attorney
Randy Parent, Deputy City Attorney
Virginia Harmon, HRC Interim Director
Noriaki Hirasuna, Controller's Audits Director

Ref: J:fin:hrc:geotech:geotechml.doc

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

SF
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1/11/01
approved

SAN FRANCISCO HUMAN RIGHTS COMMISSION

MINUTES OF THE COMMISSION MEETING JANUARY 11, 2001

Commission Chair Saliba-Malouf called the meeting to order at 4:48 p.m.
A quorum was not present.

ROLL CALL

Commissioners

Present: Shirley Dimapilis (arr. 4:59pm); Wilfred W. Hsu; Martha Knutzen; Larry Lee, Vice Chair; and Ghada Saliba-Malouf, Chair.

Excused: Youn Chey; Julia Globus-Sabori; Leslie Littleton; and Antonio Salazar-Hobson

HRC Staff

Present: Virginia M. Harmon, Director; Emil De Guzman; Toni Delgado; Diana Rathbone; Nicole Truax; Carla Vaughn; and Janel Wong

Guests

Present: Dr. Amos Brown; Lena Miller; Jackie Minor, Deputy City Attorney; Mhenaz Saiyed (Intern)

APPROVAL OF MINUTES

Since a quorum was not present, the minutes of December 14, 2000 were tabled for the next meeting.

GENERAL COMMUNICATIONS FILE

A general communication file was circulated.

PUBLIC COMMENT

There was no public comment.

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REPORT OF THE CHAIR

Chair Saliba-Malouf acknowledged the resignation of Commissioner Watahara from the Commission. She praised Commissioner Watahara's service to the Commission and asked that a resolution be prepared.

Individual Commissioner reports on Community Activities
There was no report.

Discussion of Commissioner Retreat
Chair Saliba-Malouf reminded everyone that the Commission Retreat is Saturday, January 13, 2001. She requested that everyone arrive promptly at 9:00 a.m.

* * *

Chair Saliba-Malouf reminded all Commissioners to submit their Statements of Economic Interest to the Ethics Commission.

REPORT OF THE DIRECTOR

Chapter 12.D.A Waiver Report
Director Harmon presented the 12 D.A. Waiver Report of November 16 through December of 2000, and informed Commissioners that staff would assist anyone with questions regarding waivers.

Proposal to organize a program in San Francisco around the new documentary film, *Tutu and Franklin: A Journey Toward Peace*
In the December 14th Commission meeting, Director Harmon reported on the new documentary film, *Tutu and Franklin: A Journey Toward Peace*. In tonight's meeting, she presented the Commissioners with a ten-minute video clip of the movie and requested permission to prepare a proposal to organize a educational program centered around this film. Since a quorum was not present, this item was tabled for the next meeting.

Continuation of discussion on the escalating violence in the Bay View/Hunters Point
Director Harmon provided the Commissioners the letter of concern addressed to the Mayor and Members of the Board of Supervisors that was drafted at their behest at a previous Commission meeting. She also provided a chronological listing of news articles relating to incidents of violence affecting San Francisco's African American community. Director Harmon then introduced the following speakers.

Lena Miller
Lena Miller, a native, parent, and resident of Bayview/Hunter's Point, founder and Board President of Girls 2000, and Director of Safe Haven, an after-school program for at risk youth in the Bayview/Hunters Point area. Ms. Miller expressed that the tragedy is children are in pain and have given up hope for the future. Ms. Miller stated that the Bayview/Hunter's Point area has the highest percentage of children, environmental, and social problems. Ms. Miller stated that providing a good, clean environment is key to

positively supporting at risk youth. Ms. Miller asked the Commission to support her in her vision of solving the on-going problem, which can be fixed.

Dr. Amos Brown
Dr. Amos Brown, Senior Pastor of Third Baptist Church, expressed that this issue has become pandemic proportions. Dr. Brown stated that the Board of Supervisors approved a measure to establish a shelter for Gay and Lesbian teenagers, including restrictions such as: no drug pushing, drunkenness, or loitering. Yet the African American community has received no support from the Police Department and the District Attorney, when requesting the same requirements. Dr. Brown noted that the media does not recognize the violence in the Bayview/Hunters Point area and seems to ignore these issues, as if they do not exist. Dr. Brown stated that far too many young children are being slain in violent acts in the Bayview/Hunters Point community. Dr. Brown asked that the HRC revisit the Unfinished Agenda, and stated that the African American community has not received equal protection under the law. He asked the HRC to implement balanced and sensible action regarding this issue.

Robert Hector
Robert Hector, with the Ella Hill Hutch Community Center. Mr. Hector provided an outline of gang related violence in the Western Addition area. Mr. Hector spoke of programs that Ella Hill Hutch has provided the community, such as the Midnight Basketball program, which afforded a way to talk to and positively council at risk youth. Mr. Hector wants to support the promotion of the value of education to at risk youth. He stated that we [as a community] need to promote the programs available to our youth. Mr. Hector stated that we should stand up, take our community back, and develop a long term plan to maintain it.

Director Harmon thanked all of the speakers and proposed that at the next Commission meeting, she provide different items for Commission action regarding this issue.

Commissioner Knutzen thanked all of the speakers and assured the public that this issue will be a priority with the Commission.

Commissioner Dimapilis stated that the San Francisco Unified School District has dedicated this month to "yellow ribbons," in recognition of the negative effects of youth violence.

Report on Contract Audits
Diana Rathbone, HRC Staff, provided an update on Chapter 12 D.A. Contract Audits. Ms. Rathbone stated that the HRC has conducted two random audits of the 12 D.A. program. She stated that the HRC investigates the following two areas: bid discounts and sub-consulting/sub-contracting goals for Minority/Women/Local owned businesses. She stated that the audit process digs deeper into investigating the contractor, sub-contractors and all of M/W/LBE's that were involved with the project. She stated that

the auditors look at payment records, and ensured that companies slated to work on the project were actually utilized.

Commission Chair Saliba-Malouf congratulated Ms. Rathbone on a job well done, and stated how important audit were to our business community.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee
No Report.

Employment Committee
No Report.

Issues Committee
Since no Commissioner was present to provide a report, this report was tabled for the next meeting.

MBE/WBE/LBE Advisory Committee
No Report.

Youth and Education Committee
No Report.

OLD / NEW BUSINESS

There was no old/new business.

ADJOURNMENT

The meeting was adjourned at 5:44 p.m.

NEXT MEETING

DATE: Thursday, January 25, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION

COMMISSIONER RETREAT MEETING

DATE: Saturday, January 13, 2001
TIME: 9:00 a.m. – 1:00 p.m.
LOCATION: 25 Van Ness Ave., Suite 330A
San Francisco, CA 94102

ROSTER OF COMMISSIONERS

Youn-Cha Shin Chey
Shirley Dimapilis
Julia Globus-Sabori
Wilfred W. Hsu
Martha Knutzen
Larry Lee
Leslie Littleton
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Alan Watahara

INTERIM DIRECTOR

Virginia M. Harmon

COMMISSION SECRETARY

Toni A. Delgado, 252-2502

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The City Hall Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station and the closest Muni Metro station is the Van Ness Station. Accessible MUNI lines serving this location are 42 and 71. There is accessible parking in the vicinity of City Hall, including the Civic Center Underground Garage. The following services are available upon request with 48-hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Carla Vaughn 252-2500 (Voice) or 252-2550 (TDD) In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

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Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meeting s are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16 520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf ca.us./ethics.

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AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item.

ORDER OF BUSINESS

1. City Charter, Municipal codes, HRC ordinances, California's Brown Act, and San Francisco Sunshine Ordinance, *City Attorney*
2. Legislative Process (Ordinances, Resolutions, Committees) and Commissioner's Role in City Government, *City Attorney*
3. Presentation of the Equal Opportunity Unit, *James Field, Veronica Ng, Diana Rathbone*
4. Presentation of the Lesbian, Gay, Bisexual, Transgender, HIV Unit, *Larry Brinkin*
5. Presentation of the Non-Discrimination in Employment, Housing, and Public Accommodations Unit, *Frank Anderson*
6. Commissioner Q&A with HRC Managers
7. Commissioner discussion of next year's Commission goals and direction [Discussion/Action Item]
8. Lunch
9. Adjournment

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

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SAN FRANCISCO HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, January 25, 2001
TIME: 4:30 p.m.
LOCATION: City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

ROSTER OF COMMISSIONERS

Youn-Cha Shin Chey
Shirley Dimapilis
Julia Globus-Sabori
Wilfred W. Hsu
Martha Knutzen
Larry Lee
Leslie Littleton
Antonio Salazar-Hobson
Ghada Saliba-Malouf

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FAX (415) 431-5764
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The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

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LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   a) Approval of minutes of Commission Meeting of December 14, 2000 [Action Item (**)]
   b) Approval of minutes of Commission Meeting of January 11, 2001 [Action Item (**)]

3. CIRCULATE GENERAL COMMUNICATIONS FILE

4. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may comment for up to three minutes

5. REPORT OF THE CHAIR

   a) Individual Commissioner reports on Community Activities [Discussion Item (*)]
   b) Discussion and Report of Commissioner Retreat [Discussion Item (*)]

6. REPORT OF THE DIRECTOR

   a) Discussion and approval of HRC resolution commending the service of Alan Watahara [Discussion /Action Item (**)]
   b) Discussion and planning of possible Commission activities in conjunction with the California Association of Human Rights Organizations (CAHRO) Conference in March [Discussion /Action Item (**)]
   c) Briefing on Gender Identity Issues [Discussion Item (***)]
   d) **TO BEGIN AT 6:00 P.M.:** Escalating Violence Affecting the African American and Latino Communities in San Francisco. Presentations by representatives of City Departments and Agencies. Recommendations for Commission Action:

      1. Whether to create a Taskforce to serve as a watchdog to oversee and advocate for the allocation of City resources to fund social programs to serve the affected communities? [Discussion/Action Item (*)]

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

2. Whether to request HRC staff to develop a resource guide to provide the community with comprehensive information regarding available City services, and to return to the Commission with a draft resource guide at the February 23, 2001 Commission meeting? [Discussion/Action Item (*)]

3. Whether to request HRC staff to provide the Commission with additional information regarding policing practices, including Community policing and Community Notification policies, and to return to the Commission with a report at the February 8, 2001 Commission meeting? [Discussion/Action Item (*)]

4. Whether to request HRC staff to provide the Commission with a Best Practices Analysis of how other communities have handled epidemics of violence, and to return to the Commission with a report at the February 8, 2001 Commission meeting? [Discussion/Action Item (*)]

5. Whether to request HRC staff to research issues regarding a community based transportation program to provide safe transportation to youth in crisis, and to return to the Commission with a report at the March 8, 2001 Commission meeting? [Discussion/Action Item (*)]

6. Whether to request HRC staff to research media reporting of incidents of violence, and to return to the Commission with a report at the March 8, 2001 Commission meeting? [Discussion/Action Item (*)]

7. COMMITTEE REPORTS

a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Co Chair
Larry Brinkin, Committee Staff

1. Report of the January 16, 2001 Committee Meeting [Discussion Item (*)]

2. Approval of letter to Board of Supervisors encouraging them to take a position in favor of A.B. 25 which provides for various rights for domestic partners in California [Action Item (**)]

3. Approval of letter to Anaheim school officials protesting their censorship and removal of LGBT biographies from a school library [Action Item (**)]

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 20, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

b) Employment Committee
Commissioner Larry Lee, Chair
Pansy Waller, Committee Staff

1. No Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 1, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c) Issues Committee
Commissioner Leslie Littleton, Co Chair
Commissioner Antonio Salazar-Hobson, Co Chair
Emil DeGuzman, Committee Staff

1. Report of the January 8, 2001 Committee Meeting [Discussion Item (*)].

NOTE: *The next meeting of the Issues Committee will be held on Monday, February 5, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d) MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

1. Report of the January 17, 2001 Committee Meeting [Discussion Item (*)]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, February 21, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

e) Youth and Education Committee
Commissioner Youn-Cha Shin Chey, Co Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

1. No Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, February 7, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

8. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

9. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, FEBRUARY 08, 2001

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

[**DRAFT RESOLUTION** honoring the service of Alan Akira Watahara; presented to HRC Commissioners January 25, 2001]

RESOLUTION
ALAN AKIRA WATAHARA

Whereas, Alan Akira Watahara has served as a Commissioner on the Human Rights Commission since August of 1998; and

Whereas, Alan Akira Watahara has been involved and dedicated in both the Minority/Women/Local Business Enterprise and Youth and Education Advisory Committees; and

Whereas, In 1994, Alan Akira Watahara co-founded The California Partnership for Children, a public interest enterprise specializing in public policy, research, and advocacy; and

Whereas, Alan Akira Watahara has contributed his skills and leadership to the equitable treatment of children and underserved communities; and

Whereas, Alan Akira Watahara's commitment to the community has enormously impacted the lives of underprivileged children; and

Whereas, Alan Akira Watahara has been dedicated in his advocacy towards the rights of children, serving on many local, state and nationwide boards and councils; and

Whereas, Alan Akira Watahara is a leader in the quest for coalition building in San Francisco, including serving on the Japanese Youth Council of San Francisco; and

Whereas, Alan Akira Watahara has excelled as a Human Rights Commissioner with his excellent attendance record, and with his leadership, wisdom, and commitment to protecting and expanding civil rights for all San Franciscans;

Now Therefore Be It Resolved, that the City and County of San Francisco Human Rights Commission expresses its appreciation for Alan Akira Watahara's excellence and dedication as a Commissioner; and

Be It Further Resolved, that the Human Rights Commissioners and staff extend our heartfelt wishes to Alan Akira Watahara for continued success and achievement as a San Francisco leader and a strong voice in San Francisco for human rights.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
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COMMISSIONERS

Ghada Saliba-Malouf
CHAIR

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Shirley Dimapilis
Julia Globus-Sabori
Wilfred Hsu
Martha Knutzen
Leslie D. Littleton
Antonio Salazar-Hobson

January 25, 2001

DRAFT

Honorable Tom Ammiano, *President*
Board of Supervisors
City Hall – Room 244, #1
Dr. Carlton B. Goodlet Place
San Francisco, CA 94102

Dear Supervisor Ammiano:

The Human Rights Commission ("HRC") is writing to encourage you and the other members of the Board of Supervisors to take an active position in favor of Assembly Bill 25 introduced by Assemblywoman Carol Migden.

A.B. 25 is an important piece of legislation that would increase the legal rights, economic benefits, and responsibilities of domestic partners in California. The legislation in part, would require employers to allow employees to use sick leave to attend to the illness of their domestic partner or domestic partner's child. It would authorize domestic partners to make medical decisions for their partners under certain circumstances and it would also amend the existing statutory will form to provide for the inclusion of a domestic partner among the list of beneficiaries to whom the testator may indicate a desire to leave his or her estate. It is important to note that the legislation does not provide for any additional rights that are not already guaranteed to married individuals in California.

The HRC, through implementation of the Equal Benefits Ordinance, has taken great steps to ensure that City contractors provide benefits equally to employees with spouses and those with domestic partners. The HRC, however, fields numerous calls from individuals in San Francisco seeking assistance on how to register a domestic partnership and information on their rights as a domestic partner. With the passage of A.B. 25, the HRC will have another resource by which to inform our constituents of additional protections to which they are entitled under the law.

I hope that we have convinced you of the necessity of this legislation and that the Board of Supervisors will send a strong message to the California Assembly urging them to pass A.B. 25.

Sincerely,

Commissioner Ghada Saliba-Malouf
Chair

cc: Alicia Bert, State Legislative Coordinator

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
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COMMISSIONERS

Ghada Saliba-Malouf
Chair

Larry Lee
Vice-Chair

Shirley Dimapilis
Julia Globus-Sabori
Wilfred Hsu
Martha Knutzen
Leslie D. Littleton
Antonio Salazar-Hobson

January 25, 2001

DRAFT

[Anaheim School Board
Anaheim, California]

Dear _____:

The San Francisco Human Rights Commission is the department of the City and County of San Francisco government that implements and enforces the City's anti-discrimination ordinances. Additionally, we engage in activities and dialogue designed to expand human rights for all people.

We recently learned of the lawsuit filed by The American Civil Liberties Union regarding alleged censorship of Lesbian Gay Bisexual Transgender (LGBT) biographies by Orangeview Junior High School. We are not writing to comment on the lawsuit, but we are very concerned about the issues that it raises.

As we understand it, Anaheim school officials determined that a series of ten volumes titled "Lives of Notable Gay Men and Lesbians" were not appropriate for middle school students in Anaheim. The books include biographies of such notables as James Baldwin, Oscar Wilde, Willa Cather, and Martina Navratilova. Given that the books are part of a project by the publisher that includes "Heroes of Faith," "Black Americans of Achievement," etc., and given that the books are written for children, we are perplexed and disturbed by the action allegedly taken.

Discrimination and violence against LGBT children and adults is pervasive in California and throughout the United States. Additionally, children who are LGBT or questioning are at high risk for suicide because of societal hatred, including slurs and attacks in school. Banning books because they offer children a positive view of LGBT people not only challenges basic civil liberties, but also denies children the opportunity for hateful speech and actions to be prevented or answered.

We call upon the [Anaheim School District?] to reverse the decision and to provide Anaheim's children with the information they need to celebrate lesbian, gay, bisexual, and transgender historical figures as role models for all children.

Thank you for your consideration.

Sincerely,

Ghada Saliba-Malouf
Chair

Cc: American Civil Liberties Union

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California 94102-6033

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SAN FRANCISCO HUMAN RIGHTS COMMISSION

MINUTES OF THE COMMISSION MEETING JANUARY 25, 2001

Commission Chair Saliba-Malouf called the meeting to order at 4:41 p.m.
A quorum was present.

ROLL CALL

Commissioners

Present: Shirley Dimapilis ; Wilfred W. Hsu; Martha Knutzen; Larry Lee, Vice Chair; Leslie Littleton; and Ghada Saliba-Malouf, Chair.

Excused: Julia Globus-Sabori and Antonio Salazar-Hobson.

HRC Staff

Present: Marcus Arana; Lome Aseron; Larry Brinkin; Emil De Guzman; Toni Delgado; Bayard Fong; Virginia Harmon, Director; Kabir Hypolite; Zula Jones; Nicole Truax; and Janel Wong.

Guests

Present: Catherine Barnes, Deputy City Attorney; and Anthony Mc Pherson, HRC intern.

APPROVAL OF MINUTES

The minutes of the December 14, 2000 were moved (Vice-Chair Lee), seconded (Dimapilis) and approved (Unanimously).

The minutes of January 11, 2001 were moved (Dimapilis), seconded (Vice-Chair Lee) and approved (Unanimously).

GENERAL COMMUNICATIONS FILE

A general communication file was circulated.

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PUBLIC COMMENT

Ms Enolu Maxwell

Because Ms. Maxwell was under time constraint, Chair Saliba-Malouf took Ms. Maxwell's public comment out of order. Please refer to the Report of the Director.

Ms. Maxwell, with the Delinquency Prevention Committee, expressed her concern about this City's drug epidemic. She highlighted the fact that the small retailers " the children on the corners" were not the problem. The problem that exists is a result of people outside the so called Public Authority Housing. Ms Maxwell asks the support of the HRC by having a hearing including all city agencies such as Social Services and the Health Department. This she feels will prevent the violence in our city.

REPORT OF THE CHAIR

Chair Saliba-Malouf acknowledged the resignation of Commissioner Youn Chey from the Commission. She praised Commissioner Chey's service to the Commission and asked that a resolution be prepared.

Chair Saliba-Malouf introduced HRC's new city attorney Catherine Barnes.

Individual Commissioner reports on Community Activities

There was no report.

Discussion of Commissioner Retreat

Chair Saliba-Malouf expressed that the retreat was a success, attended by both Commissioners and staff. Presentations were made by staff, as goals of the Commission were made. Priorities for the year were made and the Violence in our African American and Latino American communities was one of high priority. Chair Saliba-Malouf thanked the staff, City Attorney, and Director Harmon for helping to put on the retreat.

Vice Chair Lee stated that the retreat was an informational and educational meeting and retreat. He also requested a resolution be prepared for Jackie Minor, departs Deputy City Attorney.

Commissioner Littleton stated the retreat was a great opportunity to get re-educated on minute details of the Commission's responsibility as well as the function of the HRC. The presentations were extremely thorough.

Commissioner Knutzen expressed the retreat was very efficient and effective.

Commissioner Dimapilis stated that the retreat resolved many questions that existed.

Commissioner Hsu thanked the staff for putting forth all their efforts.

Chair Saliba-Malouf met with Jill Treagor (the Executive Director of the Intergroup Clearinghouse) and Haldoon Bagdadi (Board Member). Who asked the HRC be part of

their Board. Chair Saliba-Malouf and Director Harmon would alternate their attendance to their meetings.

REPORT OF THE DIRECTOR

Bayard Fong recipient of a Civil Rights Award

Director Harmon noted that Bayard Fong honored at the Martin Luther Day Annual Breakfast. He stated that we all have the dream to fight for equal opportunity. Commissioner Littleton presented the award at the function and expressed her honor in the presentation.

Resolution for Alan Watahara

The resolution for Alan Watahara was moved (Knutzen), seconded (Littleton) and passed (Unanimously).

California Association on Human Relations Organization Conference

Larry Brinkin (HRC staff) expressed the theme for this year's CAHRO conference taking place March 01 through March 03, 2001 is "Building Alliances". It is taking place at the Cathedral Hill Hotel. Historically this conference has been catered towards Human Rights Commissioners and staff; yet this year many other organizations and people from various communities will be attending. Director Harmon has appointed a committee consisting of staff to assist with the conference planners.

The HRC co-sponsoring of the reception with Cornell West at the CAHRO Conference was moved (Knutsen), seconded (Dimapilis), and passed (Unanimously).

Commissioner Knutzen asked whether we would be organizing the reception. She added that the members of all of the HRC's advisory committees be invited. Commissioner Knutzen suggested that sub-committees be included on nametags.

Larry Brinkin announced that he was asked to serve on CAHRO's Board of Directors.

Briefing on Gender Identity Issues

Marcus Arana, staff, made a presentation on Gender Identity Issues (Please see attached).

Commissioner Knutzen complimented Mr. Arana on an insightful presentation. She added that this week the Alice B Tokalas Club was renamed the Alice B Tokalas Lesbian Gay Transgender Democratic Club. She further suggested that the presentation be made available to the Advisory committees.

Chair Saliba-Malouf asked that at the next meeting the points of medical agreement we have with the Health Board be presented.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender
Commissioner Knutzen requests the AB25, which provides various rights for domestic partners in California, is sent to all the Supervisors and to Assemblywoman Migden. This committee unanimously approved this letter, seconded (Dimapilis) and (unanimously) approved.

Commissioner Knutzen also wanted the approval of the letter to the Anaheim school officials protesting their censorship and removal of LGBT biographies from a school library . This was moved (Dimapilis), seconded (Littleton), passed (unanimously).

Employment Committee
No report.

Issues Committee
Commissioner Littleton introduced Emil De Guzman who spoke upon the violence in the Bayview Hunter's Point, stated that a hearing is needed (Taking place under Director Harmon's report).

Commissioner Littleton asked for the guidance from the HRC for the Ellis Act on displacement issues. She added that perhaps there would be no resolution, yet a tracking system could be in place.

MBE/LBE/WBE
Commissioner Littleton would like to defer the committee report until the next meeting.

Youth and Education Committee
No report.

Continuation of Director's Report
Escalating Violence in the African American and Latino American Communities

Johnathon Hotzman
Johnathon Hotzman, from the Mayor's Office, is putting together a Crime Summit taking place on March 07, 2001 at the Herbst Theater. The initial intent of the summit was solely on drug dealing; yet now the emphasis will be on the violence.
Community meetings are being held in local police stations in preparation of the summit. He asked if the HRC would sponsor one of these focus meetings. These meetings are to get everyone's perception of the problem and to find acceptable solutions.

Commander Rick Bruce
Commander Rick Bruce, with the San Francisco Police Department, stated that this city has had a series of homicides and shootings, located primarily in the Bayview Hunter's Point and Western Edition. There have been teams of : probation officers, parole officers, members of the City Attorney's office and the Sheriff's office meeting for daily

briefings. There are fewer guns on the streets and numerous arrests and bookings. Yet the problem is the reluctance of witnesses' to these occurrences.

Chief Jesse Williams
Chief Jesse Williams, with the San Francisco Police Department, made a presentation on the Juvenile Probation's Prevention and Intervention Programs (Please see attached).

James Threat
James Threat, Acting Assistant Superintendent of Recreation and Park Department, spoke in regards to the Late Night Basketball. He clarified that the program still exists; it only takes place once during the year. It was designed for ages 18-25 yet it was lowered to 16 years of age. He explained that basketball was simply the hook to bring these youth together. It is required that in order to participate with basketball the youth were required to go to workshops. These workshops varied from: resume writing, job interviewing, to getting one's General Education Diploma and getting one's drivers license.

Pastor George Lee
Pastor George Lee, with the Shiloh Men's Home, asked the support of the HRC because their seemed to be definitely discussion but not enough action. The outcome should allow everyone to be involved. He expressed that when a child or anyone in our community dies it should affect our entire community at large.

Reverend Timothty Dupre
Reverend Timothy Dupre, resident of the Bayview Hunter's Point, member of the San Francisco Juvenile Probation Commission , Assistant Pastor of Community Bapitist Church (located in Western Edition). He expressed that no one organization could solve this problem of violence alone. The key is partnership of all City agencies and residents of our community.

Peter Strauss
Mr. Peter Strauss, the Manager of the Service Planning Division of MUNI, stated the services provided to the southeast quadrant of the city mirror the standards of the city as a whole. Mr. Strauss stated that MUNI runs for 20 hours a day, starting at 5:00am through 12 midnight. They generally run every 15-20 minutes. After which an owl line is implemented, funning every ½ hour. He highlighted that MUNI is available to all parts of the city including: Third Street, Bayshore Boulevard, San Bruno Avenue, and Mission Street.

Chair Saliba-Malouf asked if there were any van pool programs designed for youth.

Mr. Strauss responded that generally on-call services could not be efficient enough. He added that current routes could service the community in shorter intervals.

Michael Slade
Lieutenant Michael Slade, Security Department of MUNI, discussed how his department is comprised: 1 lieutenant, 4 sergeants, and 4 squads comprised of 37 officers. 2 day time squads work from 7am through 4pm. They are out on critical bus stops around Balboa High School, Mc Ateer High School, and Phillip Burton High School. There they patrol before school . Thereafter 2 afternoon squads, scheduled from 1pm through 11pm, patrol afterschool.

Barbara Garcia
Barbara Garcia, the Deputy Director from the Department of Public Health, expressed that we have a traumatized community. Miss Garcia stated that we as a community need to model how our communities should be. She emphasized the holistic approach, of family and community involvement needed to overcome this epidemic (Please see attached).

Keith Hutchinson
Keith Hutchinson, Director of Child Crisis of the Department of Public Health, stated that this organization operates 24 hours a day, 7 days a week. The objective is crisis intervention for children, adolescents, and their family. The Child Crisis Center responds to suicidal and homicidal youths in a timely 30 minute window. These children are referred by the San Francisco Police Department, emergency rooms, the San Francisco Unified School District, and family.

Ladonnis Elston
Ladonnis Elston, with the Mental Health Services of the Public Health, requests the support of the HRC in making all organizations work cohesively to resolve this epidemic of violence.

PUBLIC COMMENT
Emily Barrera
Emily Barrera, of the Columbia Park for Boys and Girls Club, made a testimony of how this organization helped her through a troubling time. She expressed that more programs for the youth including drug programs, counseling, and more job opportunities should be made readily available.

Susana Rojas
Susana Rojas, of the Columbia Park for Boys and Girls Club, spoke upon measures that can be taken on our community at large. (Please see attached)

Ethel Newlin
Ethel Newlin, of the St. John's Educational Threshold Center, stated that intervention is the key. She expressed that our youth are not being prepared for their futures adequately.

Roberto Hernandez
Roberto Hernandez spoke upon the violence in the Mission district. The youth are being recruited to join gangs. There are over 500 gang members in this community. The business community has been impacted in a serious way. Store owners have been forced to close shop earlier. He further stated that the Mission District has had a revolving door of police captains, a new captain is appointed every other year. Then each captain comprises new policies. Mr. Hernandez stated also that the SFPD was known to drop off rival gang members at rival gang territories. He asked the HRC's support with this epidemic by attending developing a holistic and comprehensive approach.

Lynn Westry
Lynn Westry, a resident of the Bayview Hunter's Point Community, lost her daughter from this violence. She had her home shot up and her daughter's car was burnt in front of their home. She has suffered a tremendous amount of pain and suffering. She knows that help is out there. She only requests that her community be a safer, happier place through organized efforts

Vice-Chair Lee moved the following 6 items, seconded (Littleton), and approved (unanimously).

1. Whether to create a Taskforce to serve as a watchdog to oversee and advocate for the allocation of City resources to fund social programs to serve the affected communities?

2. Whether to request HRC staff to develop a resource guide to provide the community with comprehensive information regarding available City services, and to return to the Commission with a draft resource guide at the February 23, 2001 Commission meeting?

3. Whether to request HRC staff to provide the Commission with additional information regarding policing practices, including Community policing and Community Notification policies, and to return to the Commission with a report at the February 8, 2001 Commission meeting?

4. Whether to request HRC staff to provide the Commission with a Best Practices Analysis of how other communities have handled epidemics of violence, and to return to the Commission with a report at the February 8, 2001 Commission meeting?

5. Whether to request HRC staff to research issues regarding a community based transportation program to provide safe transportation to youth in crisis, and to return to the Commission with a report at the March 8, 2001 Commission meeting?

6. Whether to request HRC staff to research media reporting of incidents of violence, and to return to the Commission with a report at the March 8, 2001 Commission meeting?

Director Harmon gave an update of future speakers which included : Terrence Hallinan, the Youth Commission, the San Francisco Unified School District, Treasure Island policemen. Additionally, Dr. Amos Brown referenced a killing in the Western Edition, on Fillmore and Webster Street, which was not in the media.

Chair Saliba-Malouf added that although Commissioner Salazar-Hobson was not present he put forth much efforts to attending community meetings and being in touch with staff on this topic.

Commissioner Knutzen thanked the staff for their efforts in putting forth such a successful forum on this matter.

OLD / NEW BUSINESS
There was no old/new business.

ADJOURNMENT
The meeting was adjourned at 8:21 p.m.

NEXT MEETING

DATE: Thursday, January 25, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

TG 101:

OVERVIEW OF TRANSGENDER ISSUES

SF Human Rights Commission

- Lesbian Gay Bisexual Transgender & HIV Division
- Marcus de María Arana
  Discrimination Investigator - Gender Identity Complaints

Areas of Discrimination

- HOUSING
- EMPLOYMENT
- PUBLIC ACCOMMODATIONS

Areas of Discrimination

- HOUSING

- Buying, selling, and renting
- Disclosure on rental forms
- Protection from harassment

Areas of Discrimination

- EMPLOYMENT

- Disclosure of status
- Names and the use of appropriate pronouns
- Respect and safety
- Types of discrimination
- Reasonable accommodation for transitioning

Areas of discrimination

- PUBLIC ACCOMMODATIONS

- Harassment by businesses and agencies
- Discrimination by medical providers
- Unwarranted demand for identification
- Refusal to allow use of appropriate bathrooms

Transgender Umbrella

- TRANSSEXUAL
- INTERSEXED
- CROSS DRESSERS
- DRAG QUEENS
- DRAG KINGS
- FEMALE IMPERSONATORS
- MALE INPERSONATORS
- TRANSVESTITE
- ANDROGYNOUS
- TWO-SPIRITED
- MASCULINE WOMEN
- FEMININE MEN
- BUTCH
- FEMME

Stereotypes

GAY	LESBIAN
• faggot	• butch
• pansies	• manly
• fairies	• short hair
• limp-wristed	• dyke
• florists	• truck drivers
• effeminate	• hate men
• child molesters	• sexy
• swishy lispers	• bad experience with men
• finicky	• swagger

Stereotypes

BISEXUAL	TRANSGENDER
• can't tell	• ugly women
• fence-sitters	• only Male-to-Female
• anything that moves	• men in dresses
• confused	• prostitutes
• chic	• drug addicts
• ac/dc	• mentally ill
• men spread AIDS	• he/she
• really straight or gay	• s/him
• psycho killers	• beards & low voices
	• tall and bony

Stereotypes

GAY	LESBIAN
faggot	butch
pansies	manly
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limp-wristed	dyke
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Stereotypes

BISEXUAL	TRANSGENDER
can't tell	ugly women
fence-sitters	only Male-to-Female
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chic	drug addicts
ac/dc	mentally ill
men spread AIDS	he/she
really straight or gay	s/him
psycho killers	beards & low voices
	tall and bony

Areas of Concern

- Hate Violence - 49% of all violent crimes against TG people are committed by law enforcement personnel
- Health Insurance - Not currently covering TG surgery and treatments, even in SF
- Schools and Public Education - Ensuring the safety of TG students and their parents
- Federal Protection - Hate Crime laws, Anti-Discrimination laws, and Disability laws

Transgender Resources

Transgender Civil Rights Implementation Task Force

Community United Against Violence, TARC, API Wellness Program, Proyecto Para Vida Contra SIDA, Tom Waddell Clinic, Center For Special Problems, New Leaf, LGBT Community Center Project

FTM International, TG San Francisco, and various support groups throughout San Francisco

Road to Redress

The San Francisco Human Rights Commission

- File a complaint
- Mediate the complaint
- Investigate the complaint
- Issue a Finding of Discrimination

Department of Fair Employment & Housing

- File a formal Complaint
- Right to sue letter - under "disability" protection

There is NO protection for transgender people under Federal anti-discrimination law…yet.

City and County of San Francisco
Juvenile Probation Department

JESSE E. WILLIAMS, JR.
CHIEF PROBATION OFFICER

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

DOCUMENTS DEPT.

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Information on the Juvenile Probation Department's Prevention and Intervention Programs

Jesse E. Williams, Jr., Chief Probation Officer
Cheyenne Bell, Director, Community Programs Division

Fiscal Year 2000-2001

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Placement Alternatives Consortium
Population Management
PrIDE
Project Impact

General Fund Programs

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: ELLA HILL HUTCH COMMUNITY CNTR.

TITLE OF PROGRAM: CO-ED MENTORSHIP PROGRAM

DESCRIPTION:

The co-ed Mentorship Program at Ella Hill Hutch Community Center is a delinquency prevention program. It is designed to provide culturally specific interventions with a focus on education, individual and group counseling, vocational preparedness as well as matching youth with trained mentors.

There are several programs at Ella Hill Hutch that support the mentoring effort. They include:

Ujima Project: Which is designed to teach African-American culture and history through a Rites of Passage Program and the Children of the Sun Institute.

Henderson Program: Focuses on reducing at-risk behavior in youth that reside in public housing in the Western Addition community.

Young African American Achievers: Academic based support program designed to enhance the success of youth that have shown a propensity to excel educationally.

Young Women's Mentoring Program: A gender specific program designed to provide positive female role models, academic support and cultural enrichment for African American females in the 8th through 12th grades.

The mentoring program interventions include but are not limited to 10 week sessions with youth exploring history, culture and heritage, crisis intervention counseling, turf mediation, court advocacy, academic support, tutorial services, field trips, employment and computer training, school and home visitations etc.

 # Clients Served Annually 32

Primary Service Area: Western Addition and Citywide

Primary Service Population: High Risk Youth and Probation Youth

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: COME INTO THE SUN/YWCA

TITLE OF PROGRAM: GIRL'S MENTORSHIP PROGRAM

DESCRIPTION:

The Girl's Mentorship Program is designed to provide trained female mentors who work with young women and girls that are delinquent or at-risk of involvement in the juvenile justice system. All mentors are required to undergo 20 hours of intensive training. Mentors are assigned to young women in a one-on-one relationship for a minimum of 18 months. A service plan is developed based on the specific needs of the young women and girls who range in age from 11 to 18 years old.

Mentors work with young women by participating in on-site and off-site tutorial programs, leadership development, goal setting and exploration of career and educational options, exposure to cultural activities. A therapeutic component includes a LCSW who is on staff to provide services to youth and families. Support mechanisms include:

Health Workshops- Provided in collaboration with the Cole Street Clinic. Workshops address issues such as STD/HIV, pregnancy prevention, conflict resolution, date rape and violence, body image and self-esteem.

Photography/Journal Project- Young women keep journals and are given cameras to photograph their own personal environment. The power of "words" and the camera are used to teach young women creativity in viewing their own lives. An annual photo journal exhibit is held each year. Prominent community women who have been photographed and interviewed by the program participants are showcased by the project at a local art gallery.

Counseling Component- Graduate interns who are supervised by a licensed therapist address sexual abuse, abandonment and other issues that tend to dominate and impact the emotional development of the mentees. The therapist works with mentors, mentees, staff and when appropriate with family members. Individual therapy is available on a weekly basis.

 # Clients Served Annually 32

Primary Service Area: City-wide

Primary Service Population: High Risk Young Women and Girls and Female Offenders

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER:

BAYVIEW HUNTER'S POINT FOUNDATION
CHINATOWN YOUTH CENTER
MORRISANIA WEST, INC.
OFFICE OF SAMOAN AFFAIRS
POTRERO HILL NEIGHBORHOOD HOUSE
VIETNAMESE YOUTH DEVELOPMENT CNTR.
INSTITUTO FAMILIAR DE LA RAZA

TITLE OF PROGRAM: INTENSIVE HOME BASED SUPERVISION

DESCRIPTION:

The Intensive Home Based Supervision Program operates at seven different sites throughout the City and County of San Francisco. It is a post-adjudication intervention program for high-risk youth on probation. In order to reduce recidivism, these programs have some basic core requirements that include:

Helping youth to make positive transitions back into the community
Providing culturally appropriate interventions and activities
Providing supportive services for the families
Providing 3 face-to-face meetings per week with the youth on probation
Providing daily curfew checks when it is a condition of probation
Brokering services that cannot be provided on-site

The Juvenile Probation Department requires community based intensive supervision and casemanagement of these youth. The programs provide comprehensive multi-service interventions for youth that have been returned to their homes but are at considerable risk of recidivating. Each agency must provide a comprehensive needs assessment and develop an individual treatment plan for each youth. The type of services provided vary at each site and include but are not limited to gender awareness groups, violence prevention, substance abuse awareness, family counseling and therapy, community day school, peer leadership, recreational and social activities, educational and attendance monitoring, career and job preparedness, team building, cultural awareness, domestic violence, employment, parent support groups, individual and group counseling, computer technology, health and nutrition, drop-out prevention, etc.

 # Clients Served Annually 182

Primary Service Area: Bayview Hunter's Point, Chinatown, Mission, Western Addition, Sunnydale-Visitation Valley, the Tenderloin and Potrero Hill

Primary Service Population: High Risk Youth on Probation

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: MISSION NEIGHBORHOOD CENTERS

TITLE OF PROGRAM: HOME DETENTION

DESCRIPTION:

The Home Detention Program is an alternative to detention for youth that are awaiting disposition on their court cases. The program focuses primarily on non-violent juveniles who might otherwise be in custody pending resolution of their cases. This is a short-term program that provides supportive services for youth and monitors their behavior in school, home and social settings. Admission to the program is through court order. Youth can only participate if they agree to structured monitoring provided by the program.

Services include Individual and Group Counseling, Educational Enhancement, Substance Abuse Services and Day Treatment, Social and Recreational Activities, Employment and Vocational Services and Parent/Guardian Referral Services. Program interventions include Legal Advocacy, Drop-Out Prevention, Tutorial Services, Acupuncture, Mental Health, Health and Fitness and Nutrition Classes, Sports and Field Trips, Parenting Classes, Rites of Passage and Male and Female Awareness Groups.

Home Detention serves youth citywide and the staff have established collaborations with numerous multi-cultural service providers in communities throughout San Francisco. Individual treatment plans must be followed in order for youth to remain out of custody. Individualized charts are developed for all program participants that identify client engagement, follow-up, participation and accomplishments. Ethnic and cultural diversity are a major consideration in the development of assessments. Home detention clients stay in this short-term program for an average of 3 to 4 weeks.

 # Clients Served Annually 150
FUNDED BY JPD

Primary Service Area: City-wide

Primary Service Population: Pre-Adjudicated Minors

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: POTRERO HILL NEIGHBORHOOD HOUSE

TITLE OF PROGRAM: OMEGA BOYS CLUB-PEER COUNSELING

DESCRIPTION:

The peer-counseling program utilizes a mentor-based group counseling method supported by peer leadership to assist in directing detained youth towards positive alternative lifestyles and behavior change. Group counseling workshops occur in Juvenile Hall twice a week and discussions focus on crime, peer pressure, family issues, substance abuse, safe sex, medical issues, education and employment. Group sessions last up to 3 hours in duration under the umbrella of the Omega Boys and Girl's Club. Omega is responsible for training the peer mentors who participate in the workshops. Most of these youth have previously been detained in Juvenile Hall or Log Cabin Ranch and have made successful strides in turning their lives around. Omega staff conduct on-site and off-site workshops and many youth join the Omega Boys Club when they are released from custody. Many of the youth that have participated in the program and decide to pursue a college education receive scholarships from the Omega Family.

 # Clients Served Annually 1500 (duplicated count)

Primary Service Area: Citywide

Primary Service Population: Youth in Detention

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: SAN FRANCISCO BOYS AND GIRLS HOME

TITLE OF PROGRAM: PRE-PLACEMENT SHELTER PROGRAM

DESCRIPTION:

The San Francisco Boys' and Girls Home (SFBGH) Pre-Placement Shelter is a group home that is licensed by the State Department of Social Services. This program serves as a community based alternative to detaining youth in Juvenile Hall pending long-term placement. The shelter serves San Francisco youth on probation exclusively. Youth reside in a highly structured and supervised environment. The program addresses the educational, behavioral and emotional needs of each youth. There is a fully accredited school on site that is run in partnership with the San Francisco Unified School District.

There are two main components of the shelter program. It serves as a pre-placement program with the goal of preparing youth for successful transitions into long-term out of home placements. The shelter also provides a 90-day Family Reunification Program for youth that have been designated by the Juvenile Court to reunite with their families. Coordination of family reunification services includes school assistance, family counseling, individual/group counseling, health issues, brokering services and community resources etc.

Shelter staffing includes caseworkers, a chemical dependency counselor, HIV counselor, and qualified childcare workers. The shelter is a 24 hour, seven day a week milieu therapy treatment facility. This short term transitional residential program has the capacity for 8 beds. The majority of the youth in the program are considered multi-placement failures and difficult to place youth. The shelter teaches them life skills to support successful transitions into placements.

 # Clients Served Annually 90

Primary Service Area: City-Wide

Primary Service Population: Youth awaiting long-term placements and families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: HUCKLEBERRY YOUTH PROGRAMS

TITLE OF PROGRAM: STATUS OFFENDER INTAKE AND SHELTER

DESCRIPTION:

The Juvenile Probation Department requires a community-based agency to operate a program for minors who are beyond parental control or runaways as described under Section 654 of the California Welfare & Institutions Code.

Huckleberry Youth Programs provides the following services to these youth:

- Crisis shelter and Counseling
- Medical and psychosocial services
- Wellness educational services
- Information and Referral
- Family Mediation
- Individual, Family, and Group Counseling

HYP provides continuing support services for youth who exhibit status offender behaviors such as running away, beyond parental control, truancy, curfew violator's etc. and support for their parents and guardians. HYP is required to administer the 601 wardship process including preparing court affidavits, coordinating with the Probation Officer Contract Monitor, providing interim care pending long-term placement, and assisting in identifying appropriate placements. There is a 24 hour hotline, 24 hour Central Receiving Shelter, 24 hour Intake and Assessment Services, Family Services, Primary Medical Care through the Cole Street Youth Clinic, Peer- Led Health Education, and Individual Casemanagement and Therapy.

 # Clients Served Annually 573

Primary Service Area: City-Wide

Primary Service Population: Status Offenders and Families

TANF Programs

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Asian & Pacific Islander Wellness Center

TITLE OF PROGRAM: "PROPS" Life Skills Program

DESCRIPTION:

The Promoting Responsibility, Optimism and Possibilities for Success (PROPS) program is a collaborative effort between Asian & Pacific Islander Wellness Center and Vietnamese Youth Development Center. The PROPS program provides life skills training workshops for Asian and Pacific Islander youth involved with, or at high risk of involvement with the juvenile justice system. Youth are contacted while detained in Juvenile Hall and through community outreach. Bilingual and bicultural staff provide weekly workshops that address such issues as self esteem, risk taking behavior, sexual health, violence prevention, relationships, substance abuse, and juvenile law. Staff also coordinate field trips, special events, and cultural celebrations for the young people and their families.

Asian & Pacific Islander Wellness Center also provides Technical Assistance and Training to other youth-serving organizations to increase their cultural and clinical competency with this high risk population of Asian & Pacific Islander youth, and youth who are gay, lesbian, bisexual, transgender and questioning. This technical assistance addresses ethnic diversity within Asian & Pacific Islander communities, sexual diversity, clinical assessment and supervision issues, stereotyping, immigration and acculturation issues, the role of the family and other cultural issues.

 # CLIENTS SERVED ANNUALLY: 24

PRIMARY SERVICE AREA: Tenderloin, Juvenile Hall, Citywide

PRIMARY SERVICE POPULATION: High-risk Asian & Pacific Islander youth, and gay, lesbian, transgender, bisexual and questioning youth

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER BAY AREA LEGAL AID

TITLE OF PROGRAM FAMILY SERVICES PROGRAM

DESCRIPTION

The Family Service Project is designed to reduce the risk of youth involvement in the juvenile justice system by supporting individual families through legal advocacy and coordinated services. The Project provides non-criminal legal services, community education, case management and outreach services with the goal of improving the stability of low-income families and their children. The project also works with community based organizations funded by the Juvenile Probation Departments to enhance CBO effectiveness in assessing clients' legal needs.

The community education and outreach component of the program focuses on three main issue areas: public assistance, public housing, and domestic violence. Legal services are provided one-on-one for clients, through neighborhood legal clinics, and as technical assistance through a telephone hotline. Clinical case management is provided to high-risk families receiving legal services. Both legal advocacy and case management are meant to stabilize families by preventing the illegal or unnecessary loss of income, public benefits, job training, subsidized or public housing or health care, or by preventing further domestic violence and unwarranted loss of custody or visitation.

 # CLIENTS SERVED ANNUALLY: 30 families

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Low-Income Families with Children 0-18

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: CARECEN

TITLE OF PROGRAM: Second Chance Tattoo Removal Program

DESCRIPTION:

The Second Chance Tattoo Removal Program is designed to provide comprehensive support for youth 12-24 years of age requesting tattoo removal to leave a gang-related lifestyle, when the tattoos pose a threat to personal safety, and/or are an obstacle to employability. Second Chance Tattoo Removal Program provides case management services and access to laser treatments for tattoo removal. The laser treatments are currently provided by San Francisco General Hospital.

Case management services provided by CARECEN support youth participants in achieving educational and employment goals, and in completing hours of service. In order to receive the laser treatments, youth participants must engage in service, which contributes to their own success and to the community. Once a youth participant has completed their hours, CARECEN staff will schedule appointments for them at SF General Hospital. Most tattoos require several months of laser treatment for full removal. If the participant has multiple tattoos, the treatment will prioritize those tattoos which represent barriers to employment or safety because of visibility (face, neck and hands) and/or because they are distinctive designs which can be identified by rival gangs.

 # CLIENTS SERVED ANNUALLY: 65

PRIMARY SERVICE AREA: Mission District and citywide

PRIMARY SERVICE POPULATION: Young people between 12 and 24

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: COMMUNITY BOARDS

TITLE OF PROGRAM: JUVENILE VICTIM OFFENDER RECONCILIATION PROGRAM

DESCRIPTION:

The Juvenile Victim Offender Reconciliation Program (JVORP) is a restorative justice conflict resolution process that actively involves both victim and offender in an effort to repair the emotional and material harm caused by a crime. With the assistance of trained mediators, JVORP provides the victim and offender a safe and structured setting to discuss the offense, get answers to their questions, express their feelings and gain closure. The victim and the offender have the opportunity to develop a mutually acceptable plan that address the harm caused by the crime. This plan may be in the form of restitution, personal services, and/or a statement of apology.

JVORP targets youths facing formal adjudication under the jurisdiction of the City and County of San Francisco. JVORP pursues a restorative justice approach by diverting youths from formal adjudication while holding them accountable for their actions. The target population of youth will be first offenders or repeat offenders of minor crimes. JVORP focuses its outreach efforts on youth from the Bayview, Outer Mission and Western Addition-Tenderloin neighborhoods, the majority of whom will be African American and Latinos, ages 10-17. Family and caregivers have the opportunity to participate in the reconciliation process.

 # CLIENTS SERVED ANNUALLY: 32

PRIMARY SERVICE AREA: CITYWIDE

PRIMARY SERVICE POPULATION: JUVENILE OFFENDERS, THEIR VICTIMS AND FAMILIES

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: EDGEWOOD CHILDREN'S CENTER

TITLE OF PROGRAM: KINSHIP SUPPORT NETWORK

DESCRIPTION:

The TANF grant for the Kinship Support Network funds family support and advocacy services to at risk and high risk children ages 6 to 17 and their relative caregiver families. By stabilizing their homes, helping their relative caregivers to become more effective caregivers and advocates, providing appropriate mental health services and supporting their educational needs, we will reduce the likelihood that these youth will become involved with or continue their involvement with the juvenile justice system.

With the TANF grant, the Kinship Support Network will do outreach to children living with relative caregivers who are at risk of or involved with the juvenile justice system. The case management services provided include a family needs assessment, coordination and supervision of referrals, and access to other Edgewood services such as tutorial, respite care, recreational programming, mental health consultation and counseling, food boxes, clothing assistance and other material assistance. The community worker assigned to a kin caregiver family conducts home visits, school visits, and contacts the probation officer and other services providers involved with the family.

 # CLIENTS SERVED ANNUALLY: 40

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Kin caregivers and their children

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Westside Community Mental Health
Horizons Unlimited
Samoan Community Development Center

TITLE OF PROGRAM: Giving and Inspiring Responsibility in Life
G.I.R.L. Project

DESCRIPTION:

The G.I.R.L. Project is a collaborative program that provides comprehensive services to young women who are involved with or at high risk of involvement with the juvenile justice system. The collaborative partners include Westside Community Mental Health Center, Inc. Horizons Unlimited, Samoan Community Development Center, New Generation Health Center, and Southern Exposure. Services include: counseling, case management, group counseling, art education, peer leadership development, family support, tutoring, education and vocational assistance, health services and referrals for treatment. Services are provided in three neighborhood locations: Mission, Western Addition, and Sunnydale.

The program's mission is to provide quality, supportive services to girls and young women in an effort to decrease involvement in the juvenile probation system. This is accomplished through weekly contacts, opportunities for discussion in supportive and non-judgmental environment, and positive outlets for self-expression and development. Westside and Horizons also facilitate weekly support groups for girls detained in Juvenile Hall.

 # CLIENTS SERVED ANNUALLY: 100

PRIMARY SERVICE AREA: Western Addition, Mission/Potrero Hill, Sunnydale, and other neighborhoods

PRIMARY SERVICE POPULATION: Young women ages 12-18

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: GIRLS 2000/SAN FRANCISCO LEAGUE OF URBAN GARDENERS

TITLE OF PROGRAM: FAMILY SERVICES PROJECT

DESCRIPTION:

Girls 2000 is a neighborhood-based center for girls and their families located in Hunters Point. The Girls 2000 program provides daily after school activities and support to girl participants ages 10-18 who are residents of public housing developments in the area around the Milton Meyers Recreation Center. The Family Services Program allows Girls 2000 to provide individualized case management services for 20 girls and 10 families. Case management services include a comprehensive assessment of client needs, development of an individual treatment plan, and coordination and supervision of service delivery. The case manager works with parents/ guardians in addressing the girls' needs as well as identifying needs of other family members.

Program staff work collaboratively with other youth and services agencies, teachers, probation officers, and members of the community to meet the girls needs. Case manager assesses needs of family members in areas including employment, education, training, legal services, housing, and substance abuse. The Family Services Program also offers family activities and support groups for parents/guardians.

 # CLIENTS SERVED ANNUALLY: 20 girls and 10 families

PRIMARY SERVICE AREA: Bayview Hunters Point

PRIMARY SERVICE POPULATION: Girls ages 8-18 and their families who are residents of public housing.

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: GIRLS AFTER SCHOOL ACADEMY

TITLE OF PROGRAM: GIRLS ADVOCACY PROJECT

DESCRIPTION:

GASA provides a gender specific prevention program for girls and their families to decrease the contact of girls with the juvenile justice system. The program provides advocacy, support and counseling, mentorship, guidance, developmental activities, and referrals to needed services for girls and their families. The Girls Advocacy Project at GASA seeks to increase retention of participation in GASA's core program for 20 girls ages 8-12 years old, and to provide specific support to 10 girls ages 13-17 being referred by the Detention Diversion Advocacy Project (DDAP) and/or the juvenile Probation department that are integrating into the core program.

The Advocate's role is to establish relationships with all stakeholders in the girls' life: family, probation officers, teachers, social workers, etc. to develop advocacy plans and make appropriate referrals for the girls as interventions are needed. The Girls Advocate also facilitates the implementation of a computer-based curriculum, "relate for teens," a culturally inclusive, problem solving, skill building and character development software package. In addition, activities and support focus on the GASA core areas: Academic Development, and Gender and Ethnic Pride. Family support and intervention are an integral part of support for girls. The Advocate facilitates a parent support group or activity each month.

 # CLIENTS SERVED ANNUALLY: 30

PRIMARY SERVICE AREA: Sunnydale, Visitacion Valley

PRIMARY SERVICE POPULATION: Girls ages 8-18 and their families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: INSTITUTO FAMILIAR DE LA RAZA

TITLE OF PROGRAM: LA CULTURA CURA

DESCRIPTION:

La Cultura Cura is a collaborative program between Instituto Familiar de la Raza and the Real Alternatives Program to provide cultural activities, supervision and support to high-risk youth. The goals of the program are to reduce violence and gang involvement and promote positive youth development. La Cultura Cura has four components: Intensive Home Based Supervision, Leather Workshop, Estudio Ollin (jewelry making and silk screening) and Teatro Callejero (theater workshop). Linkages and referrals occur among the different components so that youth receiving intensive supervision can participate in the cultural arts activities which are also available to at-risk youth not under probation supervision.

As indicated in its name, La Cultura Cura bases its activities on the understanding that cultural norms and values are valuable tools in reducing the risk of violence for young people. By incorporating the family, as well as the artistic focus, La Cultura Cura program is a unique approach to combating violence among the youth in the Latino community. The program includes an Intensive Home Based Supervision component, which is a case management intervention with special emphasis on daily contacts and services to stabilize and improve the lives of the youth participants, including providing assistance with educational plans, facilitating access to needed services and ensuring compliance with orders of probation.

 # CLIENTS SERVED ANNUALLY: 60

PRIMARY SERVICE AREA: Mission, Outer Mission, Bernal Heights, and other neighborhoods

PRIMARY SERVICE POPULATION: Youth ages 8-18 and their families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Legal Services for Children

TITLE OF PROGRAM: Juvenile Hall Outreach

DESCRIPTION:

Legal Service for Children conducts monthly workshops in Juvenile Hall which consist of presentations to and discussions with youth about their legal rights at school and at home. Discussion and consultation about legal rights center on non-criminal legal issues in the areas of school, family, and living circumstances. Discussion about legal rights in school focuses on school suspension, school expulsion and special education rights. Discussion about legal rights at home focuses on guardianship, emancipation and dependency as potential options for youth living in unsafe or unstable living situations. In addition, Legal Services for Children presenters describe the free and confidential legal and related social services that they provide in these areas.

 # CLIENTS SERVED ANNUALLY: Youth in detention

PRIMARY SERVICE AREA: Juvenile Hall

PRIMARY SERVICE POPULATION: Youth in detention

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: MORRISANIA WEST, INC.

TITLE OF PROGRAM: YOUTH EMPLOYMENT READINESS PROGRAM (YERP)

DESCRIPTION:

The Youth Employment Readiness Program serves at-risk youth involved in the juvenile justice system facing the cut off age of 18. Services help pre-adult youth develop life skills, employment preparedness and training. Youth develop interview skills and learn to create resumes. Youth are involved in community service, entrepreneurial work experience, leadership experiences, life skills training, and technical job search information. The core program consists of five days per week of after school classroom training, group and personal counseling, special events, field trips and a fundraising project. Other topics include career counseling, continuing education, and financial planning. Youth participants spend each afternoon at the program receiving personal and academic support from the program director and case manager. The case manager maintains contact with the family of the participant to provide support with issues that impact training.

The core curriculum consists of preparation for an intensive and successful job search, including business writing, interview techniques, resume writing and mock interviews. Once the project participants have mastered the initial curriculum, participants develop a short-term sustainable community based business. The participants receive a stipend from the profits of their venture.

 # CLIENTS SERVED ANNUALLY: 25

PRIMARY SERVICE AREA: Western Addition and other neighborhoods

PRIMARY SERVICE POPULATION: Youth ages 15-19, youth exiting Log Cabin Ranch

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: NATIONAL FOUNDATION FOR TEACHING ENTREPRENEURSHIP

TITLE OF PROGRAM: NATIONAL FOUNDATION FOR TEACHING ENTREPRENEURSHIP

DESCRIPTION

National Foundation for Teaching Entrepreneurship (NFTE or "nifty") is a national employment training organization providing entrepreneurship training to detained, previously detained, and otherwise at-risk youth in San Francisco. In collaboration with community partners, NFTE offers instruction and follow up support to assist youth in developing skills in business planning, life skills, career goals, as well as strengthening overall education achievement.

NFTE works with the following collaborative partners to provide services to young people: Log Cabin Ranch, SF League of Urban Gardeners, the Career Resource Development Center, SF Educational Services, and Columbia Park Boys and Girls Club. Each youth participant receives a full set of NFTE educational materials, business cards, an e-mail account, access to interactive web education, as well as access to venture grants and the NFTE career drop-in center. NFTE encourages family involvement in NFTE classes and activities by inviting parents to participate in the program, chaperone field trips, and work with their children on entrepreneurial projects.

 # CLIENTS SERVED ANNUALLY: 150

PRIMARY SERVICE AREA: Bayview Hunters Point, Tenderloin, Mission, Log Cabin Ranch

PRIMARY SERVICE POPULATION: Youth ages 12-18, youth exiting Log Cabin Ranch

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Richmond District Neighborhood Center

TITLE OF PROGRAM: Richmond District After School Collaborative

DESCRIPTION:

The Richmond District After School Collaborative is a multi-site initiative to provide safe, comprehensive after school enrichment activities and family support services to elementary age children. JPD TANF funds have been used to expand the existing RDASC programming to Cabrillo Elementary School to serve an additional 40 children. The population served at Cabrillo is determined based on risk factors such as family income, emotional and behavioral need, academic need, and other circumstances deemed appropriate by the school staff and the after school staff.

RDASC programming includes daily homework and study skills assistance and four arts education classes per week. The Richmond District Neighborhood Center partners with the following organizations to provide a wide array of arts, recreational and support services: Performing Arts Workshop, Richmond Area Multi Services, California Poets in the Schools, Community Music Center, YMCA, San Francisco Arts Education Project, San Francisco Unified School District, and Recreation and Parks.

 # CLIENTS SERVED ANNUALLY: 40

PRIMARY SERVICE AREA: Richmond District

PRIMARY SERVICE POPULATION: Elementary School Children and Families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER	MULTI-AGENCY COLLABORATION
TITLE OF PROGRAM:	PAUL ROBESON AND DIEGO RIVERA ACADEMY

DESCRIPTION:

The Robeson and Rivera Academy is a project funded by the State Board of Corrections and the Juvenile Probation Department. It is a 3-year demonstration pilot project aimed at youth that display behavior that may lead to repeat delinquency and recidivism. This program is a multi-disciplinary and multi-agency project that involves the Juvenile Probation Department, San Francisco Unified School District, Department of Children's Mental Health Services and the Department of Human Services. A non-profit organization, known as the Performing Arts Workshop provides an after-school creative arts component and is responsible for administration of the program collaborative.

Youth that are accepted into the program must be first time wards of the court and under 14.6 years of age. The program has a minimum commitment of 18 months and the students are selected through a screening process conducted by the program evaluator, Dr. Davis Ja and Associates.

Academic Program- The academy is located at 1551 Newcomb in Bayview Hunter's Point. Transportation to and from the school site is provided to all students. The school day is from 9am to 5pm. Breakfast, lunch and snacks are provided every day.
The SFUSD provides a skill and age appropriate academic curriculum and the ratio is approximately 15 students per teacher and aide. Students requiring special educational services are assigned qualified trained staff. Students are administered psycho-educational test to determine their strengths and weaknesses. They are assigned an on-site probation officer and a mental health clinician that provides individual, family and group therapy.

Performing Arts Workshop- Provides the afterschool integrated arts component consisting of Creative Movement, Visual and Performing Arts and Cultural Enrichment.

# Clients Served Annually	30- 40
Primary Service Area:	Citywide
Primary Service Population:	First Time Wards of the Court under 14 years old

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Samoan Community Development Center

TITLE OF PROGRAM: Community Learning Center

In collaboration with San Francisco Unified School District County Community School program, the Community Learning Center provides enhanced case management, academic support, computer and internet literacy, and multimedia technology training to high risk youths and their families. Services are provided in the Sunnydale neighborhood for 8th and 9th graders in after school and evenings hours, and during the school day as appropriate.

Community Learning Center services are available foremost to the students enrolled in alternative school, then as space allows to high-risk youth from the Sunnydale community, and finally to high-risk Pacific Islander youth citywide. The Community Learning Center case management services are targeted to youth involved with or at risk of involvement with the Juvenile Justice system.

 # CLIENTS SERVED ANNUALLY: 35

PRIMARY SERVICE AREA: Sunnydale, Bayview Hunters Point, Excelsior, and other neighborhoods

PRIMARY SERVICE POPULATION: Pacific Islander youth and their families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Special Services For Groups

TITLE OF PROGRAM: Occupational Therapy Training Program

DESCRIPTION

The Occupational Therapy Training Program {OTTP} is a comprehensive employment readiness program located at Ida B. Wells Continuation High School in the Western Addition. OTTP is designed to provide training, and then assist youth in achieving their educational skills assessment, classroom training in job and life skills, individual service plan development, job development and placement, and case management. OTTP is designed to serve 55 youth per year through four sessions or modules.

The classroom training is built into the school day at Ida B. Wells High School; youth completing the curriculum can receive school credits. Each youth participant receives approximately 120 hours of classroom training and ongoing case management for one year after completion of the training curriculum. As part of the program, OTTP staff the youth in achieving their educational and employment goals. The program supports each young person in developing their own career goals, and then provides them with assistance in reaching those goals.

 # CLIENTS SERVED ANNUALLY: 55

PRIMARY SERVICE AREA: Western Addition and other neighborhoods

PRIMARY SERVICE POPULATION: Youth ages 16-19 who are students or former students of Ida B. Wells Continuation High School

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: JUVENILE PROBATION DEPARTMENT

TITLE OF PROGRAM: VOCATION AND EDUCATION PROGRAM

DESCRIPTION:

The Juvenile Probation Department utilizes TANF funding to enhance existing vocation and education programs in our Focus Program. Focus provides job preparedness training, basic computer literacy, and job placements for youth on probation. The department was able to expand the Focus I Program and include 3 new components, which are described as follows:

Advanced Computer Literacy Program: Students that complete the Focus I Basic Computer Literacy Program and Job Preparedness Program have the option of enrolling in the Advanced Computer Literacy Program which is known as Focus II. In Focus I students attend daily classes for 3 months and learn basic computer technology and are prepare for the world of work. In Focus II students learn advanced computer skills utilizing various software programs such as Excel, Word, Mavis Beacon Keyboarding, Spread Sheets, and Microsoft 2000. Focus II is a 5-month program and requires daily attendance. Students acquire skills that enable them to move into technology related jobs. Students receive incentives such as fast passes, snacks, interviewing clothing and a $500.00 stipend if they successfully complete the program. Students receive a certificate and employment is secured.

Early Morning Study Program/GED: The primary goal of this program is to assist students in preparing for the G.E.D. exam or to take study courses that will enable them to complete high school and receive their diploma. Students attend classes for 5 hours per day from Monday through Friday and instruction is provided by a certified instructor from the San Francisco Unified School District. Students work in the computer lab and are able to enhance their computer skills while utilizing a lifeskills interactive program called "Relate for Teens." This program allows them to address issues concerning anger management, peer relationships, respecting authority, decision-making, test taking strategies etc.

Juvy Java Café: This is a youth run food service business. Students are trained for four months and develop useful employment skills and gain experience in food service preparation. Skills include cashiering, food preparation, clean up, inventory and ordering supplies, equipment safety and basic job readiness skills. Youth are linked up with jobs in the food service industry if they choose to pursue this field as a career.

 # Clients Served Annually 73

Primary Service Area: City-wide

Primary Service Population: Youth on Probation

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: San Francisco Art Commission

TITLE OF PROGRAM: WritersCorp

DESCRIPTION:

The San Francisco Arts Commission's WritersCorps program provides creative writing instruction to youth residing at Log Cabin Ranch. The goal of the program is to have 80% of the participants improve their writing ability and increase their desire to learn. Young men attend writing workshops each week where they write, read works by contemporary authors, perform and meet other practicing artists. In addition to the writing workshop, young men participate in the Martin Luther King, Jr. city wide writing contest, Youth Poetry Slam League, San Francisco Book Festival, along with other performance opportunities for young people.

WritersCorps has also developed a library initiative at Log Cabin Ranch called The BookSpot in collaboration with Small Press Distribution. WritersCorps purchases books and develops literacy projects to build relationships between readers and books by contemporary authors. Young men develop library management skills, and offer book reviews to the entire population. WritersCorps produced events at Log Cabin Ranch such as the Black History Month celebration, Winter Holiday readings, the Chinese New Year, Cinco de Mayo, and special programs honoring the young men's achievements.

CLIENTS SERVED ANNUALLY: 45

PRIMARY SERVICE AREA: Log Cabin Ranch

PRIMARY SERVICE POPULATION: Young men ages 16-18 who are residents of Log Cabin Ranch

Prop J Programs

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: University of San Francisco

TITLE OF PROGRAM: STREET LAW PROJECT

DESCRIPTION:

The USF Street Law Program is an effort to deliver practical legal education and skills to youth in need. Administered by USF Law School, each year the Program recruits and trains 120 law students from five law schools and places them in one of over 50 participating Bay Area high schools, as well as with San Francisco and Alameda Juvenile Courts. Law students participating in the court component of the Program teach "Street Law" from a text of the same name to youth in a diversion program or as a condition of probation. Whenever possible, we also take participating youth on field trips to universities, courts, law libraries, legislative offices and jails, as well as hosting guest speakers from various sectors of the community in our classrooms.

For more than ten years, the Street Law Program has been offering classes to youth between the ages of 11-17 who have been referred to us by San Francisco Juvenile Probation Department. These classes are offered to out-of -custody offenders at the University of San Francisco every Saturday morning for three hours to an average of 15 youngsters a session and each class is eight weeks in length. Over the last four years, however , there has been a shift in the point of delivery of service, as well as the youth being served. Whereas, traditionally, the Program worked only with juvenile offenders who were out of custody, the instructors now also conduct six classes each at Woodside Learning Center for youth who are juvenile hall detainees.

 # CLIENTS SERVED ANNUALLY: 150

PRIMARY SERVICE AREA: University of San Francisco, Juvenile Hall

PRIMARY SERVICE POPULATION: Youth citywide ages 11-17

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: MAUREEN MCCARTHY, ESTHER KUNG, DIANA GARCIA, DEBRA VALDIVIA

TITLE OF PROGRAM: PARENTING SKILLS PROGRAM

DESCRIPTION:

The San Francisco Juvenile Probation Department provides parenting classes for parents of youth already involved in the juvenile system and for parents of youth likely to become involved in the system. The Parenting Skills Program (PSP) is a primary prevention effort targeted at the parents of children and adolescence who are at-risk for involvement in delinquent activities. The program is designed to strengthen the family by providing a concentrated educational effort at teaching alternative parenting skills to participants.

The program provides services in English, Spanish and Cantonese. Organizations such as the Department of Human Services, Grace Center, Talk-Line, The Mission Family Center and Ingleside Police Station utilize the Parenting Skills Program as well as the Juvenile Probation Department

 # CLIENTS SERVED ANNUALLY: 300

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Parents of youth involved with or at risk of involvement with the juvenile justice system

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: SOLUTIONS GROUP:
BAY AREA TEEN VOICES
SPECIAL PROGRAMS FOR YOUTH
MILESTONES RECOVERY SERVICES
BRAVA FOR WOMEN IN THE ARTS
Y-TEC: YOUTH TREATMENT AND EDUCATION COURT

TITLE OF PROGRAM: GIRLS OUTREACH PROGRAM

DESCRIPTION:

The Girls' Outreach Program will focus on providing group and individual counseling to at-risk girls in the juvenile justice system between the ages of 12 to 18. The primary target population will be girls in detention in Juvenile Hall. Girls will be provided assessments, program orientation, counseling while in custody, group workshops, guest lectures, career development exposure and cultural enrichment. Contact will be maintained with girls in group homes and other placements and visits by outreach worker will be made periodically with girls in Bay Area group homes. One on one counseling will occur twice per week. The program will serve 192 girls annually.

 # CLIENTS SERVED ANNUALLY: FUNDED BY JPD 192

PRIMARY SERVICE AREA: Juvenile Hall

PRIMARY SERVICE POPULATION: Girls and young women ages 12-18 who are detained in Juvenile Hall

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: San Francisco League of Urban Gardeners

TITLE OF PROGRAM: Woodside Landscape Internship

DESCRIPTION:

The Woodside Landscape Internship is a paid teen landscape maintenance and gardening program. The Internship serves 46 youths over the course of the year (eighteen at a time). Youths are ages 14 to 17, and are referred to the program through probation staff of the San Francisco Juvenile Probation Department. The teens develop and apply skills in landscape design, construction, and maintenance through a combination of hands-on experience and in-class training and multi-disciplinary education in business management, landscaping, horticulture, and non-violent conflict resolution.

During the academic year interns will engage in landscaping and maintenance training at the Youth Guidance Center's Woodside site from 4-6 pm Tuesday, Wednesdays and Thursdays; and Saturdays from 9 a.m to 3 p.m . In the summer months the teens will work an average of 16-20 hours per week at the St. Mary's Urban Youth Farm. Through this hands-on project teens fulfill their probation requirements and develop a sense of purpose and promise. The teens not only acquire valuable work skills and experience but also receive encouragement and counseling from a network of probation officers, families, and program trainers and teachers. The program is collaboration between the San Francisco League of Urban Gardeners and the San Francisco Juvenile Probation Department.

CLIENTS SERVED ANNUALLY: 46

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Youth on probation ages 14-17

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Volunteer Center of San Francisco

TITLE OF PROGRAM: Volunteer Case Management Program

DESCRIPTION:

The Volunteer Case Management Program is a partnership between the Volunteer Center of San Francisco and the Juvenile Probation Department's Youth Guidance Center. The program recruits, screens, and trains adult volunteer mentors to work one-on-one with non-violent youth probationers.

Mentors establish supportive relationships with youth and help them to make positive, proactive decisions concerning personal goals and priorities. More than half of all youth participants are referred to the VCM Program by a Probation Officer. At-risk youth from throughout the City, the Family Mosaic Program, and concerned parents whose child has not been placed on formal probation also may participate in the program.

The VCM Program serves 40 youth probationers each year for whom a mentoring relationship is likely to provide a meaningful alternative to detention. In order to ensure an effective mentor/youth relationship, mentors undergo intensive training in issues ranging from understanding the juvenile justice system to how to communicate with youth.

 # CLIENTS SERVED ANNUALLY: 40

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Youth on probation or at risk of involvement with the juvenile justice system.

Initiatives

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Beacon Initiative/ Department of Children, Youth and Their Families

TITLE OF PROGRAM: Beacon Initiative

DESCRIPTION

The Beacon Initiative is a public-private partnership to support school-based youth development centers in 8 locations throughout San Francisco. The Juvenile Probation Department is one of several funding sources for the Beacon Initiative. Beacon Centers are located at Gloria R. Davis Middle School in Bayview Hunters Point, Jean Parker Elementary School in Chinatown, Everett Middle School in the Mission, James Denman Middle School in the OMI/Excelsior area, Washington High School in the Richmond District, A.P. Giannini Middle School in the Sunset, Benjamin Franklin Middle School in the Western Addition, and at Visitacion Valley Middle School.

Beacon Centers focus on five core program areas: education, leadership, arts and recreation, health and career development. Classes are for adults as well as children and special events are provided for the community. Services are provided through collaborations of over 119 organizations. All Beacon Centers are free and open after school, weekends, and in the summer. The Juvenile Probation Department provides funding for targeted outreach, mentorship and case management for youth involved with, or at high risk of involvement with the juvenile justice system.

 # CLIENTS SERVED ANNUALLY: 280 funded by JPD

PRIMARY SERVICE AREA: Bayview Hunters Point, Chinatown, Mission, OMI/Excelsior, Richmond District, Sunset, Visitacion Valley, Western Addition

PRIMARY SERVICE POPULATION: Youth and adult community members

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Juvenile Probation Department

TITLE OF PROGRAM: Community Partnership Initiative

DESCRIPTION:

The San Francisco Juvenile Probation Department is developing community partnerships to create opportunities for positive change in the juvenile justice system. Working collaboratively with community members, the department's goals are to develop strategies to reduce the population in Juvenile Hall, to reduce disproportionate minority confinement and to implement Balanced and Restorative Justice. The Community Partnership Initiative is an opportunity for community members to come forward as partners in this effort.

The Community Partnership Initiative meets monthly with Chief Probation Officer Jesse E. Williams, Jr. and designated staff. Initial meetings have been to set priorities and develop a common agenda. The desired goal is that the groups will work with youth in their communities to keep them from entering into the juvenile justice system and to reduce recidivism. Current partners include the For Girls Coalition, the Community Board Programs, the Bayview Hunters Point Beacon Center, Samoan Community Development Center, Soul'd Out Productions, Office of Samoan Affairs, and the Juvenile Probation Department.

 # CLIENTS SERVED ANNUALLY: N/A

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: All youth

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: YOUTH LAW CENTER

TITLE OF PROGRAM: DISPROPORTIONATE MINORITY REPRESENTATION

DESCRIPTION:

In 1999, the Juvenile Probation Department sponsored two community-wide training conferences on Disproportionate Minority Representation of Youth of Color in the Juvenile Justice System. The conference addressed both national and local concerns regarding the over-representation of these youth. Statistics and national studies have shown that minority youth experience more severe treatment at every stage of the Juvenile Justice System.

In response to the overwhelming concerns raised at the conference, the Juvenile Probation Department has entered into a contract with the Youth Law Center in San Francisco to begin to address strategies that will impact on these disparities.

The Youth Law Center will provide the following services:

Review national literature and published reports on reducing overcrowding in Juvenile Detention centers, interview consultants, public officials and evaluators from the OJJDP overcrowding project sites, review national practices regarding DMC.

Review and analyze current data and practices of the City and County of San Francisco which impact the Juvenile Hall population.

Prepare reports with recommendations for change in current practices.

Prepare a plan and implementation schedule including suggested technical assistance and training.

Convene a forum to brief all Juvenile Justice stakeholders and identify a team and resources necessary to implement recommendations.

Develop recommendations and tasks required to reduce overcrowding and strategically address disproportionate minority confinement.

#Clients Served n/a

Primary Service Area: City-wide but predominately in African American and Latino Communities

Primary Service Population: Youth of Color in the Juvenile Justice System

ENHANCED SERVICES FOR YOUNG WOMEN AND GIRLS

San Francisco Juvenile Probation Department

Since 1998, there has been a significant increase in funding by the Juvenile Probation Department for community based services for girls as a result of the availability of TANF(Temporary Assistance To Needy Families) funds. Prior to this time, the Department only funded one gender specific program for girls through a contract with the **Come Into the Sun-YWCA Girls Mentorship Program.** This contract was initially for **$44,000** (forty-four thousand dollars) from approximately 1994 through 1998. In 1999 the contract was increased to **$65,000** (sixty-five thousand dollars) in the Department's Children's Baseline budget.

In February 1998 the Department issued a **Request for Proposals** for gender-specific services for young women and girls. The proposal was written requesting bidders to develop a comprehensive system of service delivery. The successful bidders were comprised of a consortium of service providers that included **Westside Community Mental Health, Horizons Unlimited, and the Samoan Community Development Center.** The consortium added **New Generation Health Center and Southern Exposure** to the project. The funding for this project was in the amount of **$ 232,312** (two hundred thirty- two thousand, three hundred and twelve dollars) for start-up and first year operational costs.
The Department issued a second **TANF Request for Proposals in December 1998** for Fiscal Year 99/00. This Request for Proposals targeted six identified priorities that included **Early Prevention, Girl Services, Education, Culturally Appropriate Services, Employment and Job Placement and Parent/Family Support.** Funding was made available in the amount of **$1.3 million** dollars for these programs. Several new programs for young women and girls were funded through this process. The new girl service providers included the **Girls AfterSchool Academy (GASA), Girls 2000 and refunding for the G.I.R.L.** Project. An additional program, **Carecen,** which is a Gang Tattoo Removal Program, has a caseload of over **60 % females.** The amount of funding for these four new programs was in the amount of **$596,532** (five hundred ninety six thousand five hundred and thirty two dollars). **The other newly funded TANF programs are all co-ed.**

In Fiscal Years 98/99 and/or 99/00 the Department also provided funding for several projects including a **Evaluation of the G.I.R.L.** program **($10,000), Scholarships for Young Women to attend the Mayor's Summit on Women ($12,000 and $15,000) and a pre-conference reception, Gender Specific Training including a panel discussion and video-conference entitled "What About Girls In The Juvenile Justice System" ($3,000) as well as the refunding of the Girls Mentorship**

Program ($65,000). In these two fiscal years, funding was also provided for prevention programs for young women and girls in Juvenile Hall including but not limited to the **Girl's Outreach Program ($24,000 each year), and Life-Skills, Drama and Special Mentors for young women in Juvenile Hall ($25,000).**

The Juvenile Probation Department will be coordinating an upcoming training conference in the early fall that will focus on Gender Specific Services for Girls. Departmental staff, community based organizations and other city agencies will be invited to participate. The conference will address Gender Specific Programming and National Best Practices in Girl Services.

The Department is presently in the process of re-organization regarding delivery of services and support to young women and girls on probation and in detention. A **Probation Unit** that serves young women and girls exclusively is presently in the planning stages. Until the unit is fully operational, the Department has assigned **two female probation officers to an all-female caseload.** In **Juvenile Hall**, the Department is currently involved in a planning process for reconfiguring the Girls Unit. A program will be implemented in the **Girl's Unit** that will provide support mechanisms for all young women and girls in custody and will consist of a continuum of services that are comprehensive and coordinated. The Department has allocated **$70,000** to support this initiative. A **project manager (JULIE POSADAS)** has been hired and will start working on this project in July of this year. Staff will receive specialized training. There will be coordination with existing city agencies and community service providers who presently provide treatment, programs and services to young women in Juvenile Hall.

The Juvenile Probation Department has made great strides in planning and collaborating with public, private and non-profit organizations to develop comprehensive services for girls in the juvenile justice system. We actively work with the following collaboratives with the emphasis on girl's a risk: Young Women Arise with Westside and Horizons, Girl's Outreach Program, For Girl's Coalition, CITS/YWCA Girls Mentorship Program, Girls Now Collaborative, Department of Public Health (SPY) Girls Program, SAGE, Life Skills for Girls, Center for Young Women's Development and others. The Department has contributed staff resources and/or financial support for the four Annual Young Women's Empowerment Conferences. The Department also previously held two public hearings on the need for gender specific services for girls.

Gender Specific Services for young women and girls will continue to be a priority of the San Franciso Juvenile Probation Department.

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Juvenile Probation Department
Department of Human Services
Department of Public Health

TITLE OF PROGRAM: Placement Alternatives Consortium

DESCRIPTION:

The Placement Alternatives Consortium is a multi-agency effort led by the Juvenile Probation Department including the Department of Human Services and the Department of Public Health to develop supports for youth who have been sent to private out of home placement for delinquency reasons. Many of the youth who are sent to out of home placement have a history of involvement with the child welfare system, special education, substance abuse, sexual trauma and mental health needs. While the care in out-of-county residential placements may be of high quality, repairing and strengthening family and community relationships are difficult to achieve when distance is a significant factor. The Placement Alternatives Consortium is a response to the need to address this situation.

The Department's vision is to provide a continuum of services for this population, based on the System of Care model, to reduce the average stay in residential care, and to maintain youth in their homes and communities whenever possible. Central to this continuum is a culturally competent array of placement alternatives and a capacity to provide ongoing case management and family support as the youth moves through the programs designed to meet his or her needs. The breadth and diversity of services required to carry out this vision suggests the need for a consortium of service providers working in collaboration with each other and with public agencies.

To encourage the development of one or more Placement Alternatives Consortiums, a planning RFP will be issued in Summer 2000 through the Children's System of Care funds of the Department of Public Health, Community Mental Health Services.

 # CLIENTS SERVED ANNUALLY: **To be determined**

PRIMARY SERVICE AREA: **Citywide**

PRIMARY SERVICE POPULATION: **Youth in out of home placement**

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: BAYVIEW HUNTER'S POINT FOUNDATION

TITLE OF PROGRAM: POPULATION MANAGEMENT

DESCRIPTION:

The Population Management Program is a Juvenile Probation Department collaboration with the Bayview Hunter's Point Foundation Youth Services division. It is an effort to provide community based alternatives to detention and incarceration. Through community based supervision, the Department intends to reduce reliance on secure detention and out-of-home placements for identified youthful offenders.

The Population Management Program will provide a range of comprehensive services to youth and their families. Intensive supervision and case monitoring will be a strong component of the program. The program will include intake, risk assessments, multiple levels of daily contact and supervision, crisis intervention, home visits and the development of individualized treatment plans and service goals. Health and social service needs will be addressed. The program will work directly with families to promote care and nurturing for children and to try to keep families intact by effective use of community resources and treatment options. Services will be provided to 15 juvenile offenders on an on-going basis and a Probation Officer will be assigned to work with the program.

Programs goals include:

- Redirecting youth from out-of-home placements through the provision of family case management services and enhancing the child's connection to the community.
- Providing multi-level intensive supervision through wrap-around services and treatment plans and structured monitoring.
- Keeping families intact during the duration of the program.
- Increasing success on probation.
- Increasing the self-sufficiency of families through the use of community resources and the provision of treatment options for their children.

#Clients Served: On-going caseload of 15 youth

Primary Service Area: Bayview Hunters Point

Primary Service Population: Youthful Offenders

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: American Justice Institute

TITLE OF PROGRAM: Program Information for Development and Evaluation (PrIDE)

DESCRIPTION:

PrIDE (Program Information for Development and Evaluation) is a comprehensive outcomes monitoring system being developed for the San Francisco Juvenile Probation Department. PrIDE is an information system designed to track the progress of young people during their involvement with the juvenile justice system and will measure both intermediate changes (that occur during program involvement) and ultimate outcomes (recidivism). Through pre-, post- and follow-up assessments of young people, the PrIDE system will provide a continuous flow of information for program development and evaluation.

The principal investigator for PrIDE is the American Justice Institute based in Sacramento, CA. The process is overseen by an Executive Steering Committee of stakeholders from the City and County of San Francisco. The PRIDE system is based on a model which has been operational in Philadelphia for the past 5 years. The Philadelphia system was a finalist in the "Innovation in American Government" awards program sponsored by the Ford Foundation and the Kennedy School of Government at Harvard University.

 # CLIENTS SERVED ANNUALLY: N/A

PRIMARY SERVICE AREA: N/A

PRIMARY SERVICE POPULATION: All Juvenile Probation Department funded programs.

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDERS: MAYOR'S CRIMINAL JUSTICE COUNCIL, PROBATION DEPARTMENT, DEPARTMENT OF PUBLIC HEALTH AND DEPARTMENT OF HUMAN SERVICES, COMMUNITY ALLIANCE NETWORK

TITLE OF PROGRAM: PROJECT IMPACT

DESCRIPTION:

The primary goal of Project Impact is to create a single process through which juvenile offenders with emotional disabilities will be identified, assessed, and supported through a continuum of flexible wraparound services. Project Impact continues the work begun with the system reform contained in San Francisco's Juvenile Justice Local Action Plan. The Mayor's Criminal Justice Council led the development of the project in a multi-agency effort. The State Board of Corrections awarded San Francisco $5.9 million over three years in a competitive bid process. An additional $3.7 million is being provided locally through matching funds.

Project Impact's eligibility criteria include mental health history, history of out-of-home placement, and previous referrals to juvenile probation. The process will include a complete family-focused assessment by trained mental health staff and will measure functionality in areas such as home, school, substance abuse, etc. Major components of Project Impact include: Comprehensive Assessment and Care Plan; Placement Readiness short-term therapeutic residential program; Mobile Support Team, Intensive Day Treatment; Intensive Case Management; and the Community Alliance Network. The Community Alliance Network will be made up of community-based agencies which act as a step-down level of care, providing follow up services to youth who have been in a more restrictive level of care. Four districts covering the city will have their own community based networks in high-need areas: Southeast/Bayview, Mission, Western Addition, and Chinatown/Richmond/Sunset.

 # CLIENTS SERVED ANNUALLY: FUNDED BY JPD 655 over three year period

PRIMARY SERVICE AREA: Citywide

PRIMARY SERVICE POPULATION: Youth with emotional disabilities involved with or at risk of involvement with the juvenile justice system

City and County of San Francisco
Juvenile Probation Department

JESSE E. WILLIAMS, JR.
CHIEF PROBATION OFFICER

Information on the Juvenile Probation Department's Service for Young Women and Girls

Prepared for Supervisor Leslie Katz
Hearing on Services for Girls
November 21, 2000

Jesse E. Williams, Jr. Chief Probation Officer
Cheyenne Bell, Director of Community Programs

Fiscal Year 2000-2001

(415) 753-7800 375 Woodside Avenue San Francisco, CA 94127

Enhanced Services For Young Women And Girls

San Francisco Juvenile Probation Department

The San Francisco Juvenile Probation Department has been an active partner working in collaboration with several community based organizations and other city agencies for several years in addressing the issues of young women and girls in the juvenile justice system.

The San Francisco Juvenile Probation Commission held public hearings on the need for gender specific services for young women and girls in 1997 and again in 1998. Testimony was presented from over 100 young women and girls and service providers throughout the city and from Departmental staff concerning the need for increased and enhanced programs and services for this population. The Department also convened a community forum in January of 1998 at Southeast Community College. One of the main issues identified by the audience of over 125 attendees was the lack of resources and programs for at-risk and high risk young women and girls.

In response to community and staff concerns, the Juvenile Probation Department identified " Gender Specific Services for Young Women and Girls" as one of the Department's main goals and priorities. Since 1998, there has been a significant increase in funding by the Juvenile Probation Department for community based services for girls. As a result of TANF (Temporary Assistance to Needy Families) funding the Department was able to significantly increase funding availability for this target population. From approximately 1994 through 1998 only one gender specific Program for young women and girls had been funded by the Department's general fund and that was the YWCA **Girls Mentorship Program.**

In February 1998 the Juvenile Probation Department issued a **Request for Proposals** for gender-specific services for young women and girls. The proposal was written requesting bidders to develop a comprehensive system of service delivery. The successful bidders were **Westside Community Mental Health, Horizons Unlimited and the Samoan Community Development Center.** The consortium added **New Generation Health Clinic and Southern Exposure** as additional collaborative partners in the project. The first year funding for this project was in the amount of **$232, 312** for start-up and operational cost.

The Department issued a second **TANF Request for Proposals** in December 1998 for Fiscal Year 99-00. This RFP targeted six identified priorities that included **Early Prevention, Girls Services, Education, Culturally Appropriate Services, Employment and Job Placement and Parent/Family Support.** Funding was made available in the amount of 1.3 million dollars for these programs. Several new programs

for young women and girls was funded through this process. The new girl service providers included the **Girls After School Academy (GASA), Girls 2000** and refunding for the **G.I.R.L. Project.** An additional new program, **CARACEN,** which is a Gang Tattoo Removal Program had a caseload of over **60% females**. The amount of funding for these four new programs was in the amount of **$596, 532**. The other TANF programs are all co-ed but many of them provide gender specific programs for girls.

In Fiscal Years 98-99 and 99-00 the Department also provided funding for several projects including an **Evaluation of the G.I.R.L. Project ($10,000), Scholarships and a girl-organized reception for young women who were attending the Mayor's Summit on Women ($12,000 in 1999 and $15,000 in 2000), Gender Specific Training including a panel discussion and video-conference entitled " What About Girls in The Juvenile Justice System"($3,000) as well as refunding for the Girl's Mentorship Program ($65,000).** In these two fiscal years, funding was also provided for prevention programs for young women and girls in Juvenile Hall including but not limited to the **Girls Outreach Program ($24,000 from DCYF), and Life-Skills, Drama and Special Mentors for young women in Juvenile Hall ($25,000).**

The Juvenile Probation Department has made great strides in planning and collaborating with public, private, and non-profit organizations to develop comprehensive services for girls in the juvenile justice system. We actively work with a number of agencies and organizations with a emphasis on girl's services including but not limited to: Young Women Arise, YWCA Girl's Mentorship Program, For Girls Coalition, Girl's Now Collaboration, Westside, Horizons, SCDC, GASA, Girls 2000, Solutions, Bay Area Teen Voices, SPY, Milestones, Promise, BRAVA for Women in the Arts, YTEC, Girls Outreach Program, Precita Valley Community Center, SAGE, Life Skills for Girls, Spiritual Life Program, Young African American Women's Education and Mentoring Program, Center for Young Women's Development, Commisson of the Status of Women, MCJC, DCYF, DPH, SFUSD and numerous other stakeholders. The Department has contributed staff resources and/or financial support for the last four Annual Young Women's Empowerment Conferences. The Department also has a special **Community Outreach Fund** that has supported special activities and events for several service providers city-wide who work with young women and girls.

Special Departmental Projects

The Juvenile Probation Department is presently in the process of re-organization regarding delivery of service to young women and girls on probation and in detention. A **Probation Unit** that serves young women and girls exclusively is presently in the planning stages. Until the unit is fully operational, as a pilot project, the Department has assigned **two female probation officers to an all female caseload.** The probation officers are Stephanie Speech and Gwen Smith. They provide supervision and coordinate services for the girl's on this specialized caseload.

In Fiscal Year 00-01 the Department provided **$ 70,000** in funding to hire a **Juvenile Hall Girl's Services Coordinator. Julie Posadas** from the District Attorney's office was hired to coordinate services, conduct assessments, identify gaps in services, provide training opportunities, connect existing providers, enhance programs and develop new programs for girl in detention. A key component of this project is the imput from young women and girls concerning their specific program needs. A curriculum will be developed which will provide certain standards for providers that will allow appropriate services to be provided for young women and girls regardless of how much or how little time is spent in custody. Every young woman entering detention will be assessed and a program will be developed to address her specific problems and needs and connections will be made to appropriate after-care programs as needed.

The Probation Unit for Girls and the Coordination of Girl's Services in Juvenile Hall is consistent with departmental goals and priorities for **Reducing the Population in Juvenile Hall** and **decreasing the number of young women going to out -of -home placement as well as Disproportionate Minority Confinement.**

A team of designated probation officers, counselors and the Girl's Services Coordinator recently returned from the National Girls Caucus training conference. The conference was focused on girls in the Juvenile Justice System. The team will be obtaining additional week long specialized training on gender specific services for girls being provided by the National Institute for Justice and the Office of Juvenile and Delinquency Prevention . This training is scheduled for March 2001.

GENDER SPECIFIC PROGRAMS FOR YOUNG WOMEN AND GIRLS WILL CONTINUE TO BE A PRIORITY OF THE SAN FRANCISCO JUVENILE PROBATION DEPARTMENT.

THE SAN FRANCISCO JUVENILE PROBATION DEPARTMENT
2000-2001 Gender Specific Funding

2 Probation Officers	$ 140,000
GIRL	$ 200,000
Girls Outreach	$ 24,000
GASA	$ 70,000
Summit Scholarships	$ 15,000
YWCA	$ 65,000
JH Girls Coordinator	$ 70,000
Girls 2000	$ 100,000
Art Drama	$ 10,000
Training	$ 10,000
Total:	$ 704,000

The total does not reflect all the funding allocated. Many of the other Childrens Baseline and TANF Co-ed programs have gender specific services built into their programs.

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: COME INTO THE SUN/YWCA

TITLE OF PROGRAM: GIRL'S MENTORSHIP PROGRAM

DESCRIPTION:

The Girl's Mentorship Program is designed to provide trained female mentors who work with young women and girls that are delinquent or at-risk of involvement in the juvenile justice system. All mentors are required to undergo 20 hours of intensive training. Mentors are assigned to young women in a one-on-one relationship for a minimum of 18 months. A service plan is developed based on the specific needs of the young women and girls who range in age from 11 to 18 years old.

Mentors work with young women by participating in on-site and off-site tutorial programs, leadership development, goal setting and exploration of career and educational options, exposure to cultural activities. A therapeutic component includes a LCSW who is on staff to provide services to youth and families. Support mechanisms include:

Health Workshops- Provided in collaboration with the Cole Street Clinic. Workshops address issues such as STD/HIV, pregnancy prevention, conflict resolution, date rape and violence, body image and self-esteem.

Photography/Journal Project- Young women keep journals and are given cameras to photograph their own personal environment. The power of "words" and the camera are used to teach young women creativity in viewing their own lives. An annual photo journal exhibit is held each year. Prominent community women who have been photographed and interviewed by the program participants are showcased by the project at a local art gallery.

Counseling Component- Graduate interns who are supervised by a licensed therapist address sexual abuse, abandonment and other issues that tend to dominate and impact the emotional development of the mentees. The therapist works with mentors, mentees, staff and when appropriate with family members. Individual therapy is available on a weekly basis.

Clients Served Annually 32

Primary Service Area: City-wide

Primary Service Population: High Risk Young Women and Girls and Female Offenders

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: Westside Community Mental Health
Horizons Unlimited
Samoan Community Development Center

TITLE OF PROGRAM: Giving and Inspiring Responsibility in Life
G.I.R.L. Project

DESCRIPTION:

The G.I.R.L. Project is a collaborative program that provides comprehensive services to young women who are involved with or at high risk of involvement with the juvenile justice system. The collaborative partners include Westside Community Mental Health Center, Inc. Horizons Unlimited, Samoan Community Development Center, New Generation Health Center, and Southern Exposure. Services include: counseling, case management, group counseling, art education, peer leadership development, family support, tutoring, education and vocational assistance, health services and referrals for treatment. Services are provided in three neighborhood locations: Mission, Western Addition, and Sunnydale.

The program's mission is to provide quality, supportive services to girls and young women in an effort to decrease involvement in the juvenile probation system. This is accomplished through weekly contacts, opportunities for discussion in supportive and non-judgmental environment, and positive outlets for self-expression and development. Westside and Horizons also facilitate weekly support groups for girls detained in Juvenile Hall.

CLIENTS SERVED ANNUALLY: 100

PRIMARY SERVICE AREA: Western Addition, Mission/Potrero Hill, Sunnydale, and other neighborhoods

PRIMARY SERVICE POPULATION: Young women ages 12-18

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: GIRLS AFTER SCHOOL ACADEMY
TITLE OF PROGRAM: GIRLS ADVOCACY PROJECT

DESCRIPTION:

GASA provides a gender specific prevention program for girls and their families to decrease the contact of girls with the juvenile justice system. The program provides advocacy, support and counseling, mentorship, guidance, developmental activities, and referrals to needed services for girls and their families. The Girls Advocacy Project at GASA seeks to increase retention of participation in GASA's core program for 20 girls ages 8-12 years old, and to provide specific support to 10 girls ages 13-17 who are integrating into the core program after being referred by the Detention Diversion Advocacy Project (DDAP) and/or the Juvenile Probation department.

The Girl's Advocate's role is to establish relationships with all stakeholders in the girls' life: family, probation officers, teachers, social workers, etc. to develop advocacy plans and make appropriate referrals for the girls as interventions are needed. The Girls Advocate also facilitates the implementation of a computer-based curriculum, "relate for teens," a culturally inclusive, problem solving, skill building and character development software package. In addition, activities and support focus on the GASA core areas: Academic Development, and Gender and Ethnic Pride. Family support and intervention are an integral part of support for girls. The Girl's Advocate facilitates a parent support group or activity each month.

 # CLIENTS SERVED ANNUALLY: 30
FUNDED BY JPD

PRIMARY SERVICE AREA: Sunnydale, Visitacion Valley

PRIMARY SERVICE POPULATION: Girls ages 8-18 and their families

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER:	GIRLS 2000/SAN FRANCISCO LEAGUE OF URBAN GARDENERS
TITLE OF PROGRAM:	FAMILY SERVICES PROJECT

DESCRIPTION:

Girls 2000 is a neighborhood-based center for girls and their families located in Hunters Point. The Girls 2000 program provides daily after school activities and support to girl participants ages 10-18 who are residents of public housing developments in the area around the Milton Meyers Recreation Center. The Family Services Program allows Girls 2000 to provide individualized case management services for 20 girls and 10 families. Case management services include a comprehensive assessment of client needs, development of an individual treatment plan, and coordination and supervision of service delivery. The case manager works with parents/ guardians in addressing the girls' needs as well as identifying needs of other family members.

Program staff work collaboratively with other youth and services agencies, teachers, probation officers, and members of the community to meet the girls needs. Case manager assesses needs of family members in areas including employment, education, training, legal services, housing, and substance abuse. The Family Services Program also offers family activities and support groups for parents/guardians.

# CLIENTS SERVED ANNUALLY: FUNDED BY JPD	20 Girls and 10 Families
PRIMARY SERVICE AREA:	Bayview Hunters Point
PRIMARY SERVICE POPULATION:	Girls ages 8-18 and their families who are residents of public housing

CITY AND COUNTY OF SAN FRANCISCO
JUVENILE PROBATION DEPARTMENT

FACT SHEET

NAME OF SERVICE PROVIDER: SOLUTIONS GROUP:
BAY AREA TEEN VOICES
SPECIAL PROGRAMS FOR YOUTH
MILESTONES RECOVERY SERVICES
BRAVA FOR WOMEN IN THE ARTS
Y-TEC: YOUTH TREATMENT AND EDUCATION COURT

TITLE OF PROGRAM: GIRLS OUTREACH PROGRAM

DESCRIPTION:

The Girls' Outreach Program will focus on providing group and individual counseling to at-risk girls in the juvenile justice system between the ages of 12 to 18. The primary target population will be girls in detention in Juvenile Hall. Girls will be provided assessments, program orientation, counseling while in custody, group workshops, guest lectures, career development exposure and cultural enrichment. Contact will be maintained with girls in group homes and other placements and visits by outreach worker will be made periodically with girls in Bay Area group homes. One-on-one counseling will occur twice per week. The program will serve 192 girls annually.

CLIENTS SERVED ANNUALLY: FUNDED BY JPD 192

PRIMARY SERVICE AREA: Juvenile Hall

PRIMARY SERVICE POPULATION: Girls and young women ages 12-18 who are detained in Juvenile Hall

City and County of San Francisco
Department of Public Health
Population Health and Prevention
COMMUNITY MENTAL HEALTH SERVICES

Nancy Presson, Associate Director
Community Mental Health Services
1380 Howard Street 5th Floor
San Francisco, CA 94103
(415) 255-3401 Fax (415)252-3015

MEMORANDUM

January 18, 2001

To: Barbara Garcia
Director
Population Health and Prevention

From: Nancy Presson
Associate Director
Community Mental Health Services

Re: Community Mental Health Programs Services in the Mission, Potrero, Visitation Valley, Bayview-Hunter's Point and Western Addition

Enclosed is a chart identifying programs located in the districts of the City identified above. Community Mental Health Services strives for a community based, culturally competent and consumer guided system of care. More intensive services are often provided in sites that provide City wide services. Therefore the list is not exhaustive of options for residents in these areas. Also attached is a listing of school site programs with the sites in these neighborhoods highlighted. We do offer services in each of these neighborhoods with easily accessible outpatient treatment available in:

BAYVIEW- HUNTERS POINT at the Third Street Clinic and specialized services for children and youth at the Family Mosaic Project, Comprehensive Child Crisis, AB3632 School Services and Foster Care Mental Health - all located on the 3rd Street corridor. Adult day activities and day treatment is available at Thunderseed located at Cesar Chavez near Evans. There is a CALWORKS mental health services site on Oakdale. . There are specialized Older Adult services at Southeast Geriatric Program which serves the Southeast sector of the City

WESTERN ADDITION at Westside Community Mental Health Services and Family Service Agency with specialized child services at Tender Lion, Westside Adolescent Day Treatment, McAuley Day Treatment and Jewish Family Services. St Mary's provides inpatient adolescent and adult inpatient psychiatry services.

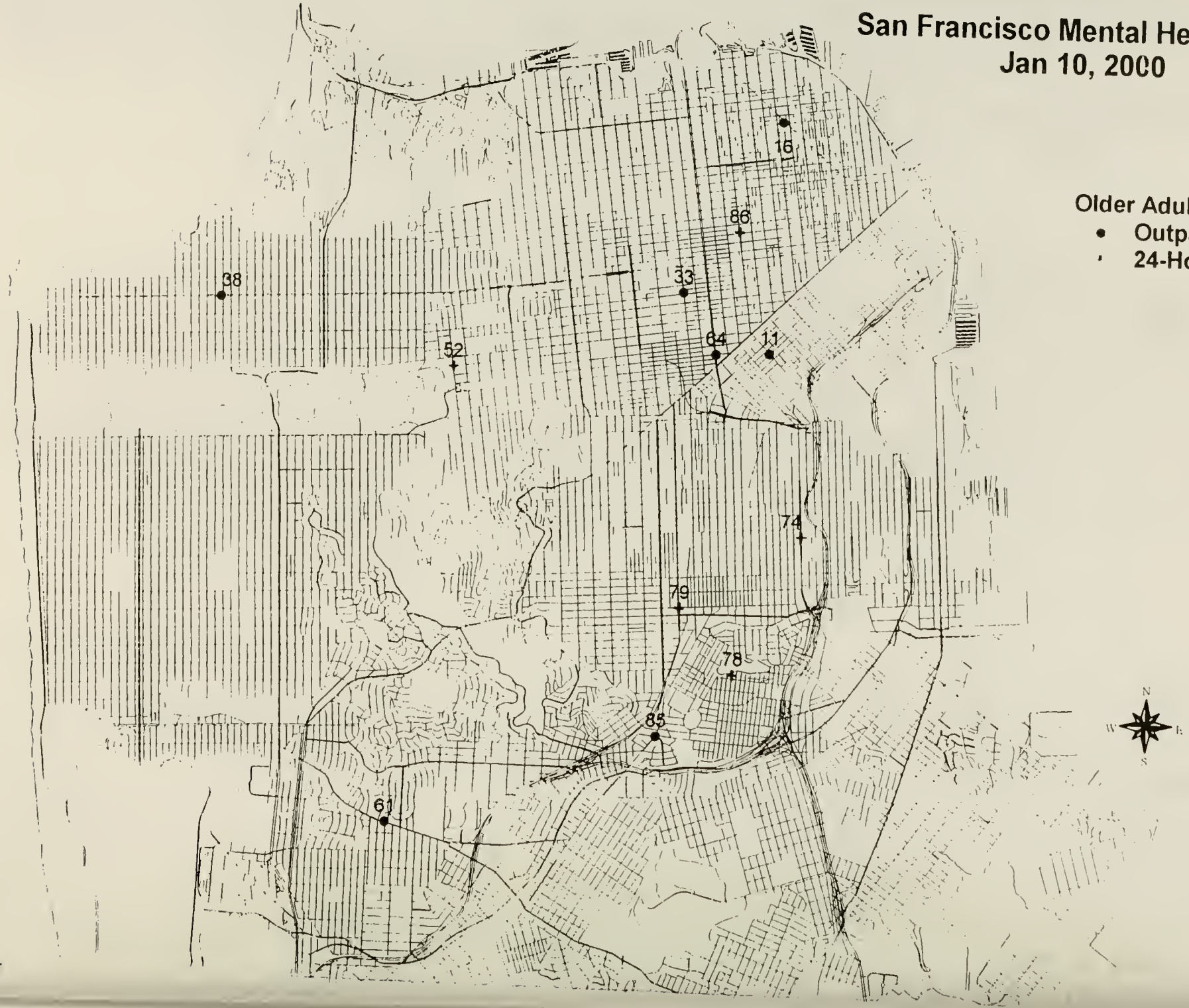
MISSION/POTRERO HILL at Mission Mental Health Clinic(111 Potrero) and Instituto Familiar de La Raza (2919 Mission) with specialized children's services at Mission Family Center, Southeast Child and Family Services, Child and Adolescent Sexual Abuse Resource Center (CASARC), Homeless Children's Network, Institute for the Arts of Living Day Treatment and Infant Parent Program. There are specialized Older Adult services at

Southeast Geriatric Program which serves the Southeast sector of the City. San Francisco General Hospital houses the city-wide Psychiatric Emergency Room and provides inpatient psychiatric care as well as the Psychosocial Medicine Outpatient Program. St Luke's Hospital provides both inpatient and outpatient psychiatric care. There is a CALWORKS mental health site as well.

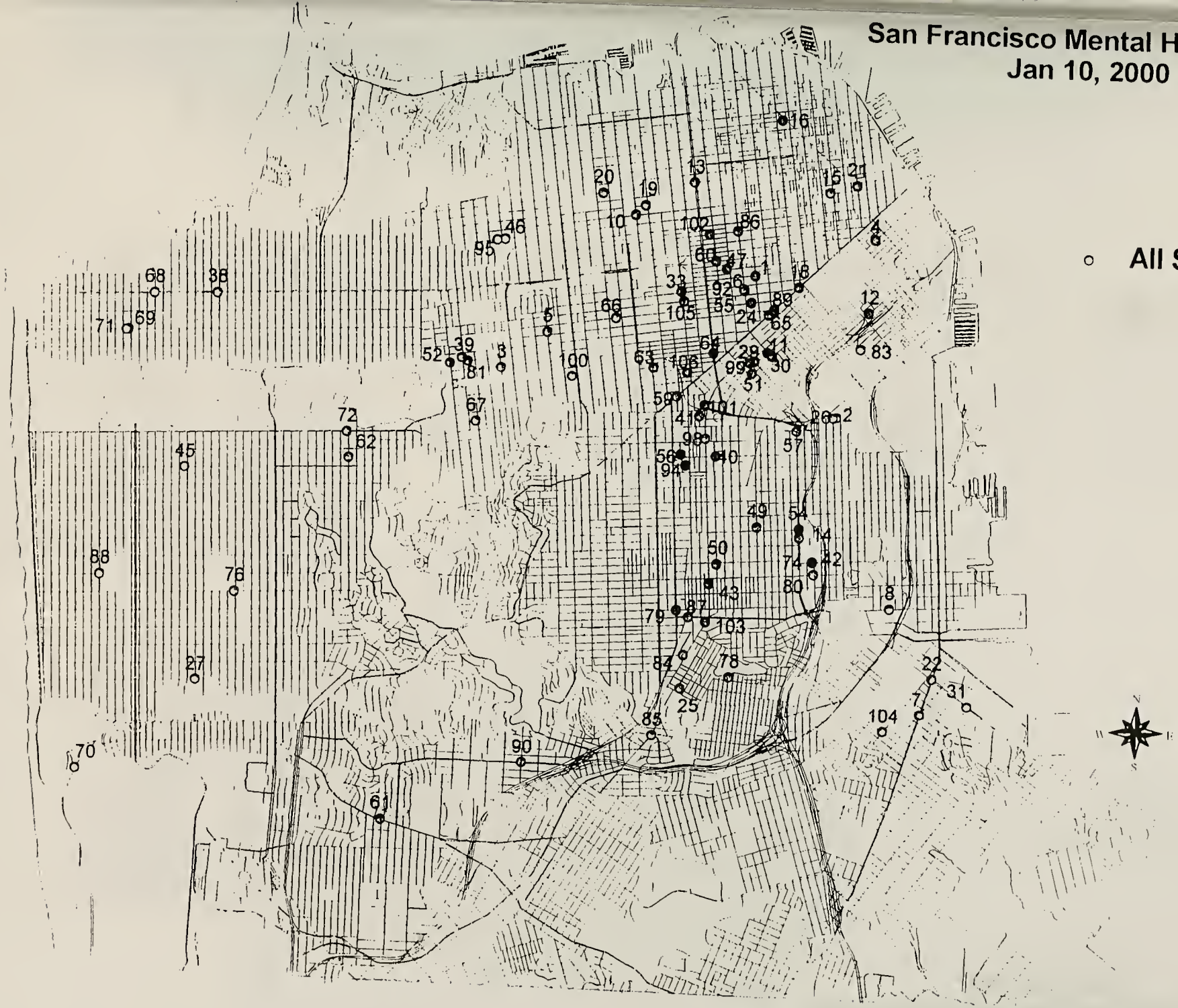
VISITATION VALLEY at the OMI Family Center on Ocean and child services through Southeast Child and Family Clinic that also offers services on site at Hawkins Village. There are specialized Older Adult services at Southeast Geriatric Program which serves the Southeast sector of the City. The Balboa Teen Clinic located in Balboa High School offers mental health and primary care services for students.

Enclosures
Cc: Sai-Ling Chan-Sew
Linda Wang

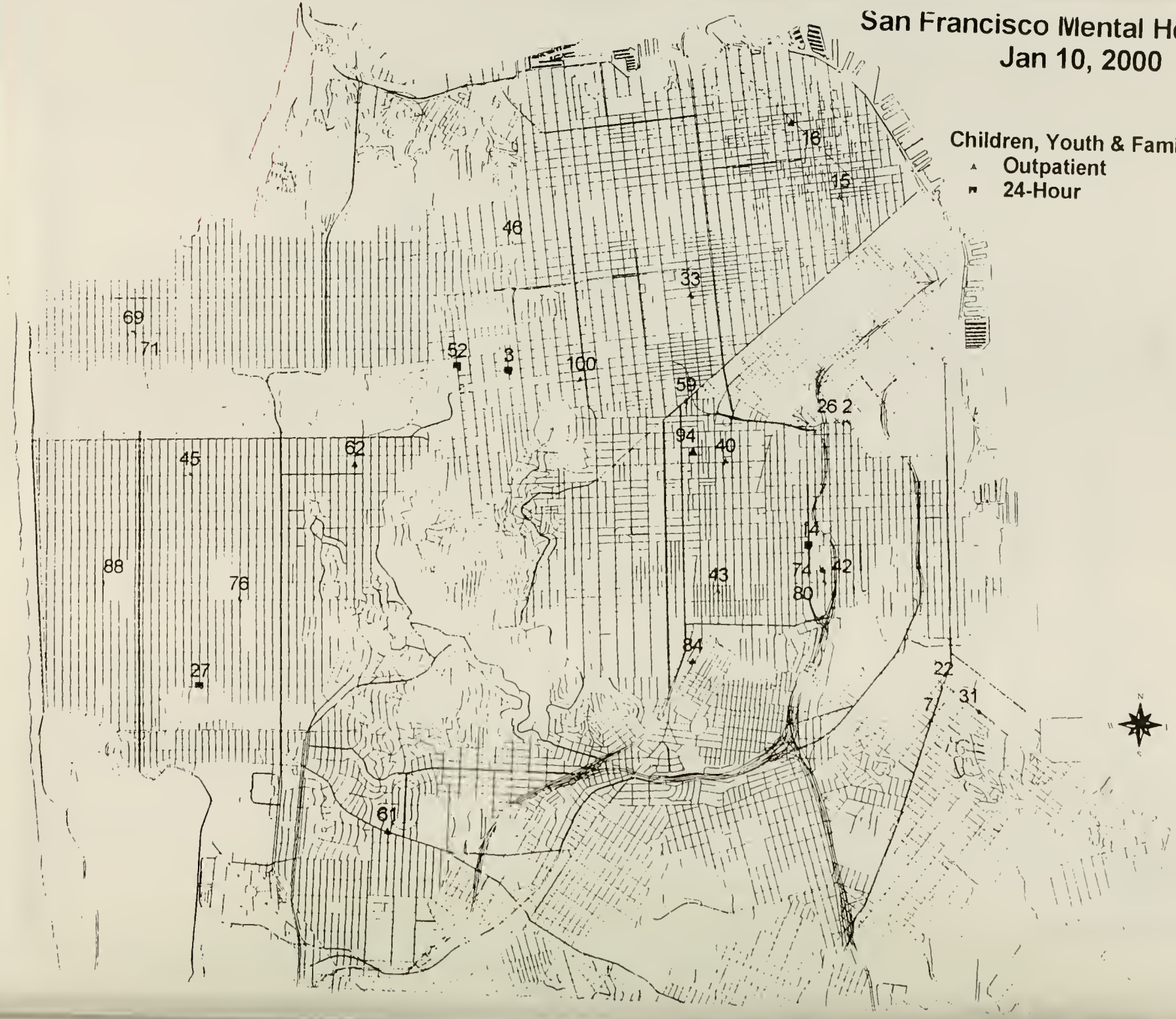
San Francisco Mental Health Plan
Jan 10, 2000



San Francisco Mental Health Plan
Jan 10, 2000



San Francisco Mental Health Plan
Jan 10, 2000



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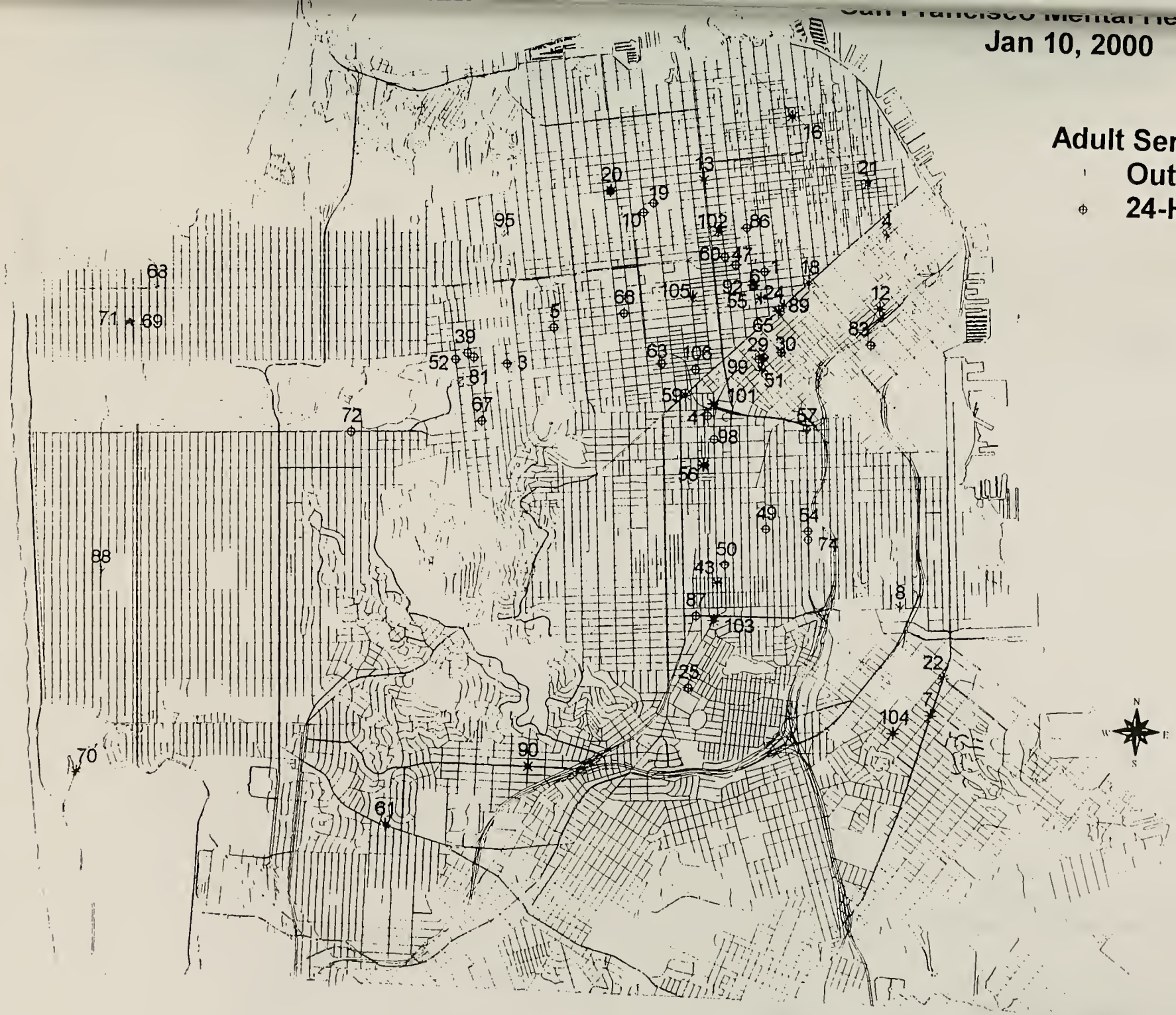

NODE	NAME			
1	Aarti Hotel	391 Leavenworth	a	r/ip
2	Alternative Family Services	25 Division St	c	o/ro
3	Ashbury House	212 Ashbury Street	ac	r/ip
4	Assisted Independent LivingProgram (AILP)	562 Mission Street	a	o/ro
4	Vocational Rehabilitation Services	562 Mission Street	a	o/ro
5	Baker Street House	730 Baker Street	a	r/ip
6	Bayview Club House	259 Hyde Street	a	o/ro
7	BVHP AB 3632 Children's Services	4301 03rd Street	c	o/ro
7	Bayview Hunter's Point Mental Health Clinic, Children's OP Serv	4301 03rd Street	ac	o/ro
8	Bayview Thunderseed	1740 Cesar Chavez Street	a	o/ro
10	California Pacific Medical Center: Adult Psychiatric Inpatient Services	Buchannan St & Sacramento St	a	r/ip
11	Canon Kip Senior Center	705 Natoma	g	o/ro
12	South of Market Mental Health Services (ISC)	760 Harrison Street	a	o/ro
12	FSA Adult Care Management	760 Harrison Street	a	o/ro
12	CCSF Community Aftercare	760 Harrison Street	a	o/ro
12	FSA Community Aftercare Program	760 Harrison Street	a	o/ro
13	Center for Special Problems - Trauma Resolution	1700 Jackson Street	a	o/ro
14	Child and Adolescent Sexual Abuse Resource Center (CASARC)	995 Potrero Ave	c	o/ro
15	Chinatown Child Develop Cntr, Child Care Mental Health Consultation	720 Sacramento	c	o/ro
16	Chinatown/North Beach Mental Health Services DT	729 Filbert Street	a	o/ro
16	Chinatown/North Beach Mental Health Services OP (ISC)	729 Filbert Street	acg	o/ro
18	Citywide Case Management Team Citywide Forensics	939 Market Street	a	o/ro
18	UC Community Focus	939 Market Street	a	o/ro
19	Clay Street Residential Treatment Program	2210 Clay Street	a	r/ip
20	Jackson Street Residence	2441 Jackson Street	a	r/ip
20	Conard Hotels: Hotels Outpatient Services	2441 Jackson Street	a	o/ro
20	Co-op Apartments Conard House	2441 Jackson Street	a	o/ro
21	Keystone Vocational Services	450 Sansome	a	o/ro
21	Community Vocational Enterprises (CVE)	450 Sansome	a	o/ro
22	Foster Care Mental Health Program	3801 B 03rd Street	c	o/ro
22	Comprehensive Child Crisis Service, City & County of San Francisco	3801A 03rd Street	a	o/ro
24	Continuum: HIV Day Services	255 Golden Gate Avenue	a	o/ro
25	Cortland House	77 Cortland Avenue	a	r/ip
26	Edgewood Center for Children/Families - Rhode Island, Kinship Prog	1 Rhode Island Street	c	o/ro
27	Edgewood Subacute Stepdown Program & Respite (Crisis Bed)Prog	1801 Vicente Street	c	r/ip
27	Edgewood Day Treatment, Medication and Shadow Services	1801 Vicente Street	c	o/ro
29	El Dorado Hotel	150 - 9th Street	a	r/ip
30	Episcopal Sanctuary	201 8th Street	a	r/ip
31	Family Mosaic Project	1309 Evans Street	c	o/ro
33	FSA AB 3632 Mental Health Services	1010 Gough St	c	o/ro
33	FSA Geriatric Day Treatment Services	1010 Gough Street	g	o/ro
33	FSA Geriatric Outpatient Socialization	1010 Gough Street	g	o/ro
33	Tender Lion Family Program & SED Mental Health Partnerships	1010 Gough Street	c	o/ro
38	FSA Geriatric Services West Day Treatment, OP, Socialization	6221 Geary Blvd	g	o/ro
39	Grove Street House	2157 Grove Street	a	r/ip
40	Homeless Children Network, Child Care Mental Health Consultation	2940 16th Street	c	o/ro
41	Hotel Dolores	35 Woodward Street	a	r/ip
42	Institute for the Arts of Living	2513 24th Street	c	o/ro
43	Instituto Familiar de La Raza, Child Care Mental Health Consultation	2837 Mission Street	ac	o/ro
45	Jewish Family and Children's Services EPSDT, Managed Care	2534 Judah St	c	o/ro
46	Jewish Family Children's Services Calif.	3272 California Street	c	o/ro
47	Jordan Apartments	820 O'Farrell Street	a	r/ip
49	La Amistad	2481 Harrison Street	a	r/ip
50	La Posada	810 Capp Street	a	r/ip
51	Mobile Crisis Treatment Team (SF City & County)	1380 Howard Street	a	o/ro
51	LPS Conservatorship	1380 Howard Street	a	o/ro
52	McAuley Behavioral Health Services -	450 Stanyan Street	acg	r/ip

52 McAuley Adolescent Day Treatment Program	450 Stanyan Street	c	o/ro
54 Mental Health Rehabilitation Facility Administrative Department	887 Potrero Avenue	a	r/ip
55 Midori Hotel	240 Hyde Street	a	r/ip
56 Mission ACT	*755 S Van Ness Ave	a	o/ro
57 Mission Mental Health Services (Mission ISC) Team I	111 Potrero Avenue	a	o/ro
59 New Leaf...Services for Our Community	1853 Market Street	ac	o/ro
60 North of Market Multi-Service Center: MH & SA Case Managers	1001 Polk Street	a	r/ip
61 O.M.I. Family Center (ISC)	1760 Ocean Avenue	acg	o/ro
62 Oakes Children's Center Oakes Children Center SED	1348 10th Avenue	c	o/ro
63 Odyssey House	484 Oak Street	a	r/ip
64 Older Adult Mental Health Consultation	90 Van Ness Avenue	g	o/ro
65 OSH: Oasis Community Center	1095 Market Street	a	o/ro
66 Peter Claver Community: AIDS/ARC Program	1340 Golden Gate Avenue	a	r/ip
67 Progress House	25 Beulah Street	a	r/ip
68 Progress Supported Living Program (Progress Co-op)	7002 Geary Blvd	a	o/ro
69 RAMS-Outpt, Managed Care, EPSDT, Child Care Mental Health Cons	3626 Balboa Street	ac	o/ro
70 Recreation Center for the Handicapped	207 Skyline Boulevard	a	o/ro
71 Richmond Area Multi-Service Center-Outpatient (R.A.M.S.)	3654 Balboa Street	ac	o/ro
72 Robertson Place Day Treatment Program	921 Lincoln Way	a	r/ip
72 Robertson Place Residential	921 Lincoln Way	a	r/ip
74 San Francisco General Hospital Psychiatric Emergency Services	1001 Potrero Ave	ag	r/ip
74 San Francisco General Hospital Psychiatric Inpatient Services	1001 Potrero Ave	ag	r/ip
74 Seneca Residential Center	1001 Potrero Ave	c	r/ip
76 School Health Programt (SFUSD)	1515 Quintara	c	o/ro
78 Senior Residential Treatment Services: Carroll House	73 Anderson Street	g	r/ip
79 Senior Residential Treat Serv: Rypins House & Day Treat Prog	1405 Guerrero Street	g	r/ip
80 SFGH: Infant, Parent Program SFGH CH&ADOL	2550 23rd Street	c	o/ro
81 Shrader House	50 Shrader Street	a	r/ip
83 South of Market Multi-Service Center: Mental Health Case Managers	525 05th Street	a	r/ip
84 Southeast Child & Family Therapy Center	20 29th Street	c	o/ro
85 Southeast Mission Geriatric Services	3905 Mission Street	g	o/ro
86 St. Francis Memorial Hospital	900 Hyde Street	ag	r/ip
87 St. Luke's Hospital Inpatient Psych. Program, Dept. of Psych.	3555 Cesar Chavez Street	a	r/ip
88 Sunset Mental Health Services	1990 41st Avenue	ac	o/ro
89 Swords to Plowshares	1063 Market Street	a	o/ro
90 Team II Adult Outpatient Services	298 Monterey Blvd	a	o/ro
92 Tenderloin Clinic	251 Hyde Street	a	o/ro
92 Tenderloin Clinic	251 Hyde Street	a	o/ro
94 The Mission Family Center	*759 S Van Ness Ave	c	o/ro
95 UC Center on Deafness Deaf AIDS Support Services (DASS)	3333 California Street	a	o/ro
98 Walden House MH1	1885 Mission Street	a	r/ip
99 Washburn Hotel INACTIVE	38 Washburn Street	a	r/ip
100 Westside Adolescent Day Treatment Service	1140 Oak Street	c	o/ro
101 Westside CalWORKs Otis Program	170 Otis Street	a	o/ro
102 Westside CalWORKs Otis Program-Bush Street	1428 Bush Street	a	o/ro
103 Westside CalWORKs Otis Program-Mission Street	3119 Mission Street	a	o/ro
104 Westside CalWORKs SE Program, Child Care Mental Health Consultat	1800 Oakdale Avenue	a	o/ro
105 Westside Outpatient Services Westside Community Crisis Clinic	888 Turk Street	a	o/ro
105 Westside Community SPR	888 Turk Street	a	o/ro
106 Westside Lodge	120 Page Street	a	r/ip

Community Mental Health Provider Listing

Program Name	Program Director	Phone	e-mail
Jewish Family and Children's Services - Scott INACTIVE	Amy Rassen, LCSW	415/567-8860 Fax 415/922-5938	
1710 Scott Street San Francisco CA 94115		Dist 5	
McAuley Adolescent Day Treatment Program	Peggy O'Brien, RN	415/750-5580 Fax 415/750-4912	Pobrien3@CHW.edu
450 Stanyan Street San Francisco CA 94117		Dist 5	
McAuley Behavioral Health Services--Child/Adolescent Inpatient Services	Terry Owens, Ph.D.	415/750-4895 Fax	
450 Stanyan Street San Francisco CA 94117		Dist 5	

Brief, intensive psychiatric, partial day treatment, outpatient services, and hospitalization for children and adolescents between the ages 12-18 suffering from severe emotional crises. Services include evaluation, testing, crisis counseling, social activities and referral to long-term subacute care at the state hospital and to community treatment programs.

Progress House	Ken Stepien	415/668-1511 Fax 415/668-1300	
25 Beulah Street San Francisco CA 94117		Dist 5	

Provides a three month residential treatment and rehabilitation program for adults with major psycho-social disorders. Goals of program are to develop clients' independent living skills and the supports they need to sustain their functioning in the community and reduce their use of emergency and inpatient treatment. Referrals to coop. housing, vocational rehabilitation and community treatment.

Shrader House	Doris Howard	415/668-4166 Fax	sfields@dnai.com
50 Shrader Street San Francisco CA 94117		Dist 5	

This program provides a 24 hour alternative to hospital care and accepts referrals from CMHS emergency programs and inpatient units. It provides a short-term program of up to two weeks for voluntary adult patients who require a highly structured and supervised setting due to an emotional crisis or the acute symptoms of mental illness. Services include individual and group counseling, and medication support. Referrals to social services and community treatment.

Westside Adolescent Day Treatment Service	Daniel Litowsky-Ducasa	415/431-7701 Fax 415/431-0831	dlducasa@westside-health
1140 Oak Street San Francisco CA 94117		Dist 5	

Provides a day treatment program for adolescents, age 12-18, who are experiencing significant emotional or adjustment problems that are affecting their peer relations, family relations and/or ability to maintain their public school program. Treatment includes activities, individual, group, and family therapy.

Westside Community Mental Administration	Bea Stephens	415/431-9000 Fax 415/431-1420	
1153 Oak Street San Francisco CA 94117		Dist 5	

Program Name	Program Director	Phone	e-mail

Child and Adolescent Sexual Abuse Resource Center (CASARC) — Cynthia Kane Hyman — 415/206-8386 — Fax 415/206-6273

995 Potrero Ave., San Francisco CA 94110 Dist 9

This program is located at San Francisco General Hospital and provides 24 hour, 7-day a week crisis intervention, medical treatment, and evidence collection to victims of sexual abuse from newborns to 17 year-olds. It also provides psychological assessment and short-term therapy for victims and their families. The program works closely with the Police and the Department of Human Services.

Homeless Children Network — April Silas, MCCI — 415/437-3990 — hcninfo@pacbel.net — Fax 415/437-3994

2940 16th Street, Suite San Francisco CA 94103 Dist 9

Institute for the Arts of Living — Janice Avery — 415/647-6255 — Fax

2513 - 24th Street San Francisco CA 94110 Dist 9

The Institute for the Arts of Living (IAL) is located in the Mission District and provides habilitative day treatment services for severely emotionally disturbed adolescents, ages 12 through 18. Services include individual, group, an family therapy; activity therapy; case management, and medication monitoring when necessary.

Instituto Familiar de La Raza — Estella Garcia, DMH — 415/647-4141 — Fax

2919 Mission St San Francisco CA 94110 Dist 9

This program is a community based, multi service organization located in the Mission district which provides ment health, HIV related, family preservation and mentoring services to a predominately Chicano/Latino population. th outpatient clinic provides a continuum of mental health which services include advocacy, early intervention, case management and direct clinical services to family and individuals. Services are provided by qualified bilingual/bicultural and multi-cultural staff who reflect the diversity of the Mission community and are familiar with the cultural and spiritual norms, practices and beliefs of the Chicano/Latino community.

San Francisco General Hospital: Infant, Parent Program — Judith Pekarsky, Ph.D. — 415/206-5270 — Fax 415/206-4722

Box 0852 San Francisco CA 94110 Dist 9

Provides assessment, outpatient treatment and referrals to other community-based care for infants and toddlers (ages 0-3) suffering from "failure to thrive", disorder of attachment and other early indicators of possible later ment health problems. Services are also provided to their families or caretakers.

Program 881261 is SFGH Child and Adolescent Services (CAS)

Program Name	Program Director	Phone	e-mail

San Francisco General Hospital Psychiatric Emergency Services — Kate Beyrer, M.D. — 415/206-3156 — Katheryn_beyrer@sfgh.or
Fax 415/206-5733

Department Of — San Francisco — CA — 94110 — Dist 9

As of the Spring 1991, SFGH has the only 24-hour psychiatric emergency service in San Francisco (there wer three such programs in the City in 1980). The target population for this program is adults and seniors detained on an involuntary mental health hold as a danger to self or others (5150). The program also sees persons who voluntarily seek treatment while in a state of perceived and/or actual crisis, or are treated for medical problems at SFGH Emergency and whove concomitant psychiatric problems. The program provides evaluation, crisis intervention, and referrals services and is the gatekeeper for admission to local acute hospital beds funded by CMHS. It also provides short-term case management to link clients to care in the community. Services are provided in English, Spanish, Cantonese and Mandarin. Interpreters are available for most other languages spoken in San Francisco. A majority of those seen are dually diagnosed with psychiatric illness and a substance abuse or medical disorder. A large percentage are also from ethnic minority groups, are immigrants or refugees, or are from a sexual preference

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SFGH PsychoSocial Medicine Managed Care — Alicia Boccellari, Ph.D. — 415/206-5070
Fax

1001 Potrero Avenue — San Francisco — CA — 94110 — Dist 9

Southeast Child & Family Therapy Center — Maryanne Mock, LCSW — 415/821-4050
Fax 415/821-4076

20 -29th Street — San Francisco — CA — 94110 — Dist 9

Provides individual, group and family therapy, including play therapy for children between ages 1-18. Populations served include identified Special Education students and their families, children between the ages of 5-18 from monolingual Spanish-speaking families, and children between the ages of 1-18 reacting to family stress through emotional withdrawal, agressive and nervous behavior, instability, and inability to forge peer relationships and function well in school. The center also provides information and consultation to schools, child care centers, public health nurses and child welfare workers.

Southeast Mission Geriatric Services — Charles Rivera — 415/337-4722 — charles_rivera@dph.sf.ca.
Fax 415/337-4729

3905 Mission Street — San Francisco — CA — 94112 — Dist 9

Southeast - Mission Geriatric Services provides mental health services to geriatric clients, ages 60 and up, who are chronically or sub-acutely mentally ill and live in the Southeastern district of the City which includes the Outer Misison and Excelsior districts. Services include individual and group treatment, crisis intervention, assessment, medications, day treatment, and case management, provided in client homes and in the community.

St. Luke's Hospital Inpatient Psych. Program, Dept. of Psychiatry — Stephen Connor, M.D. — 415/641-6670
Fax 415/641/665

3555 Cesar Chavez — San Francisco — CA — 94110 — Dist 9

Westside CalWORKs Otis Program-Mission Street — Reiko True — 415/557-5917
Fax 415/431-1813

3119 Mission Street — San Francisco — CA — 94110 — Dist 9

M.H. Services (individual, group, family, collateral); crisis intervention; meds support; case management; consultation and education.

Program Name	Program Director	Phone	e-mail

Bayview Hunter's Point Mental Health Clinic Deberra Burrell 415/648-5785
Fax 415/695-9830
4301 - 3rd Street San Francisco CA 94124 Dist 10

This program provides mental health services, medication support, case management and outreach services for children, adolescents and adults. Therapy services, when necessary, are provided at sites other than the mental health facility (i.e., schools, etc.). Services are targeted for severely mentally ill individuals and their families who otherwise would need higher levels of care.

Bayview Thunderseed Nat Jordan 415/643-9499
Fax
1740 Cesar Chavez Street San Francisco CA 94124 Dist 10

BVHP AB 3632 Children's Services Betty Crowder 415/648-5785
Fax 415/431-1813
4301 - 3rd Street San Francisco CA 94124 Dist 10

The AB 3632 Children's Services program provides mental health services to children enrolled in Special Education classes and their families as part of the students' Individual Education Plan. Services are provided on-site at Guadalupe, Hoover, Ida B. Wells and Mark Twain schools. Goal is to improve the pupils' educational performance as well as to lessen the possible future need for more intensive mental health interventions.

Comprehensive Child Crisis Service Keith Hutchinson 415/970-3800
Fax 415/970-3855
3801 3rd Street, Bldg B, San Francisco CA 94124 Dist 10

This program provides emergency and crisis intervention to San Francisco residents from infancy to 18 and their families. Services include psychiatric evaluations, home visits, short-term counseling and referral to community-based treatment.

Family Mosaic Project Gary Zomalt, Ph.D. 415/206-7600
Fax 415/206-7630
1309 Evans Street San Francisco CA 94124 Dist 10

Foster Care Mental Health Program Denise Jones, Ph.D. 415/970-3875
Fax 415/970-3895
3801 Third Street, Bldg. B San Francisco CA 94124 Dist 10

Westside CalWORKs SE Program Reiko True 415/431-9000
Fax 415/431-1813
1800 Oakdale Avenue San Francisco CA 94124 Dist 10

Balboa Teen Health Center Michael Baxter 415/469-4512
Fax 415/469-4096
1000 Cayuga Street San Francisco CA 94112 Dist 11

Youth violence affects all of us. It is not just a youth problem so it is time for all of us to take action. The us vs. them mentality has created a divide among youth, police, teachers and adults in general. We adults perpetuate violence by ignoring it, looking for radical solutions such as prop. 21 or by inflicting violence ourselves through child abuse and police brutality.

We at Columbia Park Boys and Girls clubs understand that we cannot end gangs or youth violence but we can take it one youth at a time through targeted outreach going to their turf, talking to them, and providing programs especially tailored to their needs such as entrepreneur programs like sunrise sidewalk cleaners, mental health consultant on site every Friday, art programs, council for Unity a program that takes the gang mentality ad applies it in a positive way. Even though we have been successful we cannot do it by ourselves and that is where we all come in: Youth agencies working together and not duplicating services, police officers interacting with the youth in positive ways like midnight sports, fieldtrips, taking sensitivity trainings and understanding youth culture, teachers volunteering at their closest youth agency to tutor, parents volunteering and participating more on our youths lives, business owners offering after school jobs and by collaborating with their closest youth agency and schools, more mental health services available in schools, youth agencies, ygc, county jail, and neighborhoods in general, better programs for the youth at YGC both for their time in as well as linking them to outside programs upon their release, MUNI drivers making incident reports on time, schools collaborating with youth agencies, case managers and providing both sensitivity trainings and youth culture trainings to their teachers. We are currently in the process of pitching one of our most ambitious programs to the school district and that is for them to allow us to implement the Council for Unity programs in the schools where we would get a room and those kids who would get suspend it instead of being asked to leave school grounds they would go to the room and work through their anger. And last but not least all of us private citizens by volunteering, leading by example, and by calling 911 when we see a youth hurt (must of us carry cell phones now).

All of us have heard "It takes a village to raise a child" well, these are our children and we are the village.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION

REGULAR MEETING

DATE: Thursday, February 08, 2001
TIME: 4:30 p.m.
LOCATION: City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

ROSTER OF COMMISSIONERS

Shirley Dimapilis
Julia Globus-Sabori
Wilfred W. Hsu
Martha Knutzen
Larry Lee
Leslie Littleton
Antonio Salazar-Hobson
Ghada Saliba-Malouf
Theresa Sparks
Charles Ward

INTERIM DIRECTOR
Virginia M. Harmon

COMMISSION SECRETARY
Toni A. Delgado, 252-2502

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www.ci.sf.ca.us/sfhumanrights

DISABILITY ACCESS

The City Hall Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station and the closest Muni Metro station is the Van Ness Station. Accessible MUNI lines serving this location are 42 and 71. There is accessible parking in the vicinity of City Hall, including the Civic Center Underground Garage. The following services are available upon request with 48-hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Carla Vaughn 252-2500 (Voice) or 252-2550 (TDD). In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

POLICY ON CELL PHONE, PAGERS, AND ELECTRONIC DEVICES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity or related disabilities, attendees at public meeting s are reminded that other attendees may be sensitive to various chemical based products. Please help the City accommodate these individuals.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.us/ethics.

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

AGENDA

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of January 25, 2001 [Action Item (***)]

3. CIRCULATE GENERAL COMMUNICATIONS FILE

4. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may comment for up to three minutes

5. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities [Discussion Item (*)]
   b. Introduction of new Commissioners Theresa Sparks and Charles L. Ward [Discussion Item (*)]
   c. Discussion and approval of HRC resolution commending the service of Youn-Cha Shin Chey [Discussion /Action Item (***)]

6. REPORT OF THE DIRECTOR

   a. Discussion of Chapter 12.D.A Waiver Report [Discussion Item (**)]
   b. Discussion of HRC resolution commending the service of Jacqueline Minor. ➲*Action Item: Whether to approve sending HRC resolution commending service of Jacqueline Minor* [Discussion /Action Item (**)]
   c. Report on status of discriminatory exclusions of transsexual surgeries and treatments in the City's health insurance system. ➲*Action Item: Whether to direct staff to prepare a resolution urging the Health Service System Board to end discriminatory exclusions of transsexual surgeries –or– whether to direct staff to prepare a resolution commending the Health Service System Board for taking necessary steps to end discriminatory exclusions of transsexual surgeries.* [Discussion/Action Item (***)]

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

d. Hearing on the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   i. Presentations by City Departments/Agencies regarding services to the affected communities [Discussion Item (***)]
   ii. Presentations on Community Policing, Community notification policies, and Best Practices analysis of how other communities have responded to epidemics of violence [Discussion Item (***)]
   iii. Staff proposal of Task Force Guidelines ➲*Action Item: Whether to approve staff proposal of Task Force Guidelines and to direct staff to initiate implementation of Task Force Guidelines.* [Discussion/Action Item (***)]
   iv. Report on documentation of ongoing hearings of escalating violence [Discussion Item (***)]

e. Report on HRC budget for Fiscal Year 2001/2002. ➲*Action Item: Whether to approve HRC budget for Fiscal Year 2001/2002.* [Discussion/Action Item (**)]

7. COMMITTEE REPORTS

a. Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Co Chair
Larry Brinkin, Committee Staff

   i. No report.

   NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, February 20, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b. Employment Committee
Commissioner Larry Lee, Chair
Pansy Waller, Committee Staff

   i. Report of the February 1, 2001 Committee Meeting [Discussion Item (*)]

   NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 1, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c. Issues Committee
Commissioner Leslie Littleton, Co Chair
Commissioner Antonio Salazar-Hobson, Co Chair
Emil DeGuzman, Committee Staff

   i. Report of the February 5, 2001 Committee Meeting [Discussion Item (*)]

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

NOTE: *The next meeting of the Issues Committee will be held on Monday, March 5, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

i. Report of the January 17, 2001 Committee Meeting [Discussion Item (*)]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, February 21, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. Report of the February 7, 2001 Committee Meeting [Discussion Item (*)]

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, March 7, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

8. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

9. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, FEBRUARY 22, 2001

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

9. Youth and Education Committee

HUMAN RIGHTS COMMISSION
12D WAIVERS
JANUARY 2001

	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
December Waiver No. 34							
34	Granted	12/29/00	01/2001 to 08/2005	MUNI Fleet Engineering	$427,847.00	LTK Engineering	Pro. Tech. Services
REASON: LTK is the sole source provider for fault analysis and for consulting services as requested by the Federal Transportation Agency to MUNI's Director of Transportation.							
1	Granted	01/02/01	01/2001 to 05/2001	SFO	$49,000.00	Pacific Transit Mgmt. Corp.	Pro. Consulting
REASON: The proposed contractor has the detailed, background information from the 1998 study project needed to perform further logistical analysis.							
2	Granted	01/19/01	02/01/01 to 01/31/03	Community Health Network	$140,000.00	Physical & Occupational Therapy Registry	Pro. Services
REASON: The Latina, female-owned business is only one of three currently under DPH contract. The RFP did not attract new vendors.							
3	Granted	01/19/01	01/01/01	Solid Waste Management	$25,000.00	Eco-Vision	Sole Source
REASON: The vendor managd the grant from inception and is the most knowledgeable and experienced in dealing with Solid Waste's CIWMB Opportunity Grant. They first managed the grant as a primary contractor from 09/98 thru 12/99 and as a sub-contractor to a primary from 01/00 thru 12/31/00.							
4	Granted	01/19/01	11/01/01	MOES	$30,000.00	Kermani Consulting Group	Pro. Services
REASON: The owner and several members of this minority owned business specializingin disaster recover claims are former employees of California Governor's Office of Emergency Services' Disaster Assistance Resources Branch. They posses the knowledge and expertiseof FEMA regulations to the job duties and have the additional advantage of familiarity with the City financial system, having performed similar work for both SFO and the Port.							
5	Denied	01/19/01		SFO - Mechanical Maint.	$100,000.00		Pro. Services
REASON: Two other firms are available, it's not an emergency, and competitive process should occur.							
6	Denied	01/26/01	01/23/01	MUNI	$202,109.24	Cubic Transportation	POPT01005809
REASON: Competitive process ocurred. Only one bid was responsive.							
7	Granted	01/26/01	01/01/01	Solid Waste Management	$2,500.00	Sanitary Fill Co.	Sole Source
REASON: Sanitary Fill Co. is the sole source vendor that will create the oil recycling video educating the City's school children, a grant project they were pre-approved for by the California Integrated Waste Management Board.							
8	Granted	01/29/01		DPW	$25,000.00	Imbsen & Associates	Sole Source
REASON: Based on previous sole source request. The funds will allow Imbsen & Associates to complete the earthquake retrofit design for the northeast wharf of the Third Street Bridge at China Basin.							

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

MEMORANDUM

DATE: FEBRUARY 2, 2001

TO: COMMISSIONERS OF THE HUMAN RIGHTS COMMISSION

FROM: JOYCE O. SMITH
OPERATIONS COORDINATOR

THROUGH: VIRGINIA M. HARMON
DIRECTOR

SUBJ: FY 2001-02 PROPOSED BUDGET

Attached is the proposed budget for the Human Rights Commission for FY 2001-02. It includes a position detail outlining staff and the description of non personnel budget items for your review.

We have been informed by the Mayor's Budget Office that there will be no enhancements to the General Fund Baseline. Following that directive, none have been requested.

In addition, departments have been instructed to absorb:

1.) the 2% COLA to go into effect on July 1, 2001;

2.) a 3% increase of community based agency personal service contract personnel costs as mandated by the City's Living Wage Ordinance; and

3.) a 6% increase for DTIS (Department of Telecommunications and Information Systems) for the next fiscal year.

The total budget request for FY 2001/02 is $5,040,422.00 and includes the following on the next page.

25 Van Ness Avenue
Suite 800
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California 94102-6033

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TDD (415) 252-2550
http //www sfhumanrights org

The General Fund remains within the baseline. However, modifications have been made to cover step adjustment and attrition costs.

The work order budget includes salary savings created by the partial funding of a Contract Compliance Officer I. We are requesting authorization to use these funds to hire a 1404 Clerk to provide needed clerical support at the main office. We will be drafting justification for review by the Mayor's Budget Office staff.

Attached you will find a position detail outlining all sources of funding, a detail of non personnel items, and a list of Professional and Specialized Services to be funded by the General Fund. All community based agencies will receive a 3% increase of personnel costs as mandated by City's Living Wage Ordinance.

If you have any questions, please call me at 252-2520.

JOS/

attachments

HUMAN RIGHTS COMMISSION

FY 2001-02 BUDGET

JOB CLASS	CLASS TITLE	2001-02 TOTAL REQUEST		GENERAL FUND		WORK ORDER		GRANT	
		COUNT	DOLLARS	COUNT	DOLLARS	COUNT	DOLLARS	COUNT	DOLLARS
0112	Board/Commission	0	12,000	0	12,000				
1404	Clerk	1	39,285			1	39,285		
1424	Clerk Typist	1	40,862	1	40,862				
1426	Clerk Typist	1	40,862			1	40,862		
1426	Sr. Clerk Typist	2	89,549	2	89,549				
1452	Exec Secretary II	2	111,750	2	111,750				
1452	Exec Secretary II	1	55,875			1	55,875		
1634	Prin Acct Clerk	1	55,077	1	55,077				
1840	Jr. Manager Asst	1	51,430	1	51,430				
1844	Sr. Manager Asst	1	66,922			1	66,922		
2978	Contr Compl Ofc II	2	182,400	2	182,400				
2978	Contr Compl Ofc II	4	364,800			4	364,800		
2986	Director	1	109,888	1	109,888				
2991	Coordinator	2	160,358	2	160,358				
2992	Contr Compl Ofc I	2	139,170	2	139,170				
2992	Contr Compl Ofc I	17	1,182,801			17	1,182,801		
2992	Contr Compl Ofc I	2.25	156,565			2.25	156,565		
2992	Contr Compl Ofc I	2	139,170					2	139,170
2996	Representative	3.75	247,366	3.75	247,366				
2996	Representative	3	197,873			3	197,873		
2996	Representative	1	65,965					1	65,965
SALARY SUBTOTAL		51	3,509,968	17.75	1,199,850	30.25	2,104,983	3	205,135
ADJUSTMENTS			-434,776		-137,471		-291,021		-6,284
SALARY TOTAL		51	3,075,192	17.75	1,062,379	30.25	1,813,962	3	198,851

HUMAN RIGHTS COMMISSION

SUB OBJECT	OBJECT TITLE	2000-01 TOTAL APPROVED BUDGET	2001-02 TOTAL REQUEST	GEN FUND	WORK ORDER	SURETY BOND	GRANT
00100	PERM SAL - MISC	3,065,996	3,075,192	1,062,379	1,813,962		198,851
00901	PREMIUM PAY	8,365	8,365	3,565	4,800		
SALARY SUBTOTAL		**3,074,361**	**3,083,557**	**1,065,944**	**1,818,762**		**198,851**
01300	MANDATORY FRIN.	685,911	703,246	254,245	401,969		47,032
PERSONAL SERVICES SUBTOTAL		**3,760,272**	**3,786,803**	**1,320,189**	**2,220,731**		**245,883**
02200	TRAINING - BUDGET	4,955	4,955	1,136	3,819		
02301	AUTO MILEAGE	2,360	2360	860	1,500		
02302	LOCAL FIELD EXP.	6,210	3850	500	3,350		
02401	MEMBERSHIP FEES	678	678		678		
02700	PROF/SPEC SERV	164,092	180,481	164,092			16,389
02700	PROF/SPEC SERV	336,400	600000			600,000	
02911	DP/WP EQ MAINT	11,400	11,400	7,650	3,750		
02931	OFFICE EQ MAINT	8,000	8,000	6,000	2,000		
03011	PROPERTY RENTAL	155,041	155,041	155,041			
03131	OFC. MACH RENTAL	800	800		800		
03500	OTHER CURR EXP	53,740	53,740	6,708	47,032		
03551	COPY MACHINE	4,368	4,368	3,500	868		
03552	PRINTING	1,500	1,500	1,000	500		
03561	POSTAGE	3,000	3,000	3,000			
03571	SUBSCRIPTIONS	300	300	300			
04000	MAT & SUPP	9,640	9,640	4,640	5,000		
04921	DATA PROC SUPP	6,431	6,431	6,431			
CHAR. 081 SRVCS OTHER DEPTS							
081CZ	TIS-SPEC PROJECTS	8,466					
081C5	IS-TIS-ISD MAINT & OP AAO	153,101	153,101	135,948	17,153		
081ET	GF-TIS TELEPHONE AAO	27,144	27,144	19,646	7,498		
081H2	GF-HR-MGMT TRN AAO	610	610	610			
081M2	GF-MAYOR'S YTH WKS	2,000	2,000	2,000			
081PA	IS-PUR CN SH-AUTO MAIN	2,500	2,500	2,500			
081PF	IS-PUR CN SH-FUEL STK	230	230	230			
081PM	GF-PUR MAIL SERV AAO	6,676	6,676		6,676		
081PR	IS-PUR-REPRO AAO	14,814	14,814	8,299	6,515		
NON PERSONAL SERVICE SUBTOTAL		**984,456**	**1,253,619**	**530,091**	**107,139**	**600,000**	**16,389**
FINAL BUDGET TOTAL		**4,744,728**	**5,040,422**	**1,850,280**	**2,327,870**	**600,000**	**262,272**

FY 2001/02 PROFESSIONAL SERVICES

The total allocation for the Human Rights Commission professional service contracts for FY 2001/02 is $164,092. The following programs will be funded at the rate indicated.

1.	Youth Works and Interning Program	$ 41,200.00
2.	Hate Violence Prevention	52,530.00
3.	Statistical Analysis Services	30,000.00
4.	Professional Auditors	15,000.00
5.	Project Sentinel	17,192.00
6.	Hearing Officer Services	15,000.00
7.	Work Study Program	9,559.00
TOTAL:		**$180,481.00**

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MINUTES OF THE COMMISSION MEETING FEBRUARY 8, 2001

Commission Chair Saliba-Malouf called the meeting to order at 4:47 p.m.
A quorum was not present.

ROLL CALL
Commissioners
Present:Ghada Saliba-Malouf, Chair; Shirley Dimapilis; Wilfred W. Hsu (arr 4:51); Leslie Littleton (arr 6:20); Theresa Sparks; and Charles L. Ward
Excused:Julia Globus-Saboril Martha Knutzen; Larry Lee, Vice Chair; and Antonio Salazar-Hobson.

HRC Staff
Present:Marcus Arana; Larry Brinkin; Ed Campos; Emil De Guzman; Toni Delgado; Virginia Harmon, Director; Kabir Hypolite; Zula Jones; Joyce O. Smith; Nicole Truax; and Pansy Waller.

Guests
Present:Catherine Barnes, Deputy City Attorney; and Mhenaz Saiyed, HRC intern.

Chair Saliba-Malouf began the meeting, but noted that a quorum was not present. She stated that in the meantime, the Commission will begin hearing testimony and added that the public will be notified when a quorum is present.

PUBLIC COMMENT
There was no public comment.

REPORT OF THE DIRECTOR
Discussion of Chapter 12.D.A Waiver Report
Director Harmon presented the 12 D.A. Waiver Report, and informed Commissioners that she would assist anyone with questions regarding waivers, and she would be happy to take note and agendize them for the next meeting.

Report on status of discriminatory exclusions of transsexual surgeries and treatments in the City's health insurance system
Director Harmon introduced Marcus Arana (HRC Staff), to present Commissioners with a Report on status of discriminatory exclusions of transsexual surgeries and treatments in the City's health insurance system. She noted that under this item, there is also an action item, but asked that it be deferred until a quorum is present.

Marcus Arana provided a presentation on discriminatory provisions in the City's Health Service Systems Board proposed Transgender health benefit plan. Mr. Arana announced that the Board voted 5-1 to accept this plan, but also noted the discriminatory provisions, such as a one year health service membership, a $50,000 surgical cap, problematic co-pay amounts as well as the limitation to the City Health Plan. Mr. Arana outlined the problems with the aforementioned provisions (see attached).

REPORT OF THE CHAIR
Introduction of new Commissioners Theresa Sparks and Charles L. Ward
Commission Chair Saliba-Malouf stated that last Friday, February 2, 2001, Mayor Brown swore in two new Commissioners for the HRC. Chair Saliba-Malouf then introduced Commissioners Theresa Sparks and Charles Ward. Commissioner Sparks stated that she is happy and humbled by the appointment and provided her background of working on transgender and Lesbian and Gay issues for a few years, but expressed her excitement to work on all discrimination issues. Chair Saliba-Malouf stated that Commissioner Sparks will be working on the Issues and LGBT Committees. Chair Saliba-Malouf then introduced Commission Ward, stating that he has been an attorney by trade in the area of entertainment law, and is currently the Director of the San Francisco Jazz Festival. She noted that Commissioner Ward will be working with the Youth & Education Committee. She welcomed them both.

REPORT OF THE DIRECTOR (Continued)
Director Harmon continued her report with the hearing on the escalating Violence Affecting the African American and Latino Communities in San Francisco. She introduced Nichole Truax (HRC Staff), who provided the Commission with a statistical analysis of the problems of violence in both the United States and California. She noted that most of these statistics concern firearms (see attached).

Kabir Hypolite (HRC Staff) homicide and aggravated assault statistics for San Francisco. Mr. Hypolite presented the Commissioners with a recent timeline of homicides in the Bayview/Hunters Point area (see attached). Mr. Hypolite stated that according to statistics from the San Francisco Police Department, there has been a sharp increase in violence in San Francisco, beginning in December, 2000. Mr. Hypolite then began introducing members of the public to speak about community policing and successful crime prevention programs.

Presentations on Community Policing, Community notification policies, and Best Practices analysis of how other communities have responded to epidemics of violence

Dr. Joe Marshall
Dr. Joe Marshall, Founder and Executive Director of the Omega Boys Club spoke about the Surgeon General's Report on Youth Violence, stating that the report states the key to preventing incidents of violence is understanding when and where it occurs. Mr. Marshall stated that violence needs to be addressed both locally and nationally. Mr. Marshall stated that the report reviews programs that work to combat violence, as well as debunks myths, such as a decline in youth violence, that minority youth are more at risk, and that trying youth as adults in the court system is more effective. Mr. Marshall added that the report cited a systemic, long-term approach, in prevention, intervention, and rehabilitation as a way to assail youth violence.

Gregory Slocum
Gregory Slocum, Bayview resident and employed in the Western Addition, stated that there must be understanding, trust, and respect between the residents of San Francisco's communities and law enforcement regarding the levels and prevention of violence. Mr. Slocum stated that respect within the community comes from strong involvement and congruency between the Police department and the citizens.

Paul Cummins Esq.
Paul Cummins Esq., San Francisco District Attorney's Office (SFDA), Chief Assistant D.A., stated that the D.A.'s office works closely with the San Francisco Police Department (SFPD) through this epidemic of crime in this City. Mr. Cummins stated that the lack of media coverage of violence in the African-American and Latino communities is tragic because the citizens must know about these incidents of violence in order to respond to it. Mr. Cummins stated that the D.A.'s office
People in San Francisco are afraid to come forward because of fear of retaliation.
Mr. Cummins added that in his 54 years of residency in San Francisco, the City has previously never had this epidemic of violence.

Mr. Cummins stated that community policing is and would be happy to offer community D.A.'s placed in the communities.

Sharon Woo, Assistant SFDA (Gang Unit)
Sharon Woo, San Francisco District Attorney's Office, Assistant D.A., Gang Unit, stated that one of the challenges for the D.A.'s office is the lack of witness cooperation and trust between witnesses of crime and law enforcement. Ms. Woo stated that the D.A.'s office is working with the Housing Authority to create a witness relocation program, but asked for HRC support in cooperation with the Police Department, to help combat gang violence in the many different neighborhoods in San Francisco.

Liz Aguila-Tarky Esq.
Liz Aguila-Tarky Esq., San Francisco District Attorney's Office, Managing Attorney Narcotics Division, stated that the D.A.'s office has found that combined with violence and gun use, the evidence of narcotics abuse or sales is generally present as well. Ms. Aguila-Tarky stated that the D.A.'s office has taken a very aggressive stand against street level drug dealing. Ms. Aguila-Tarky stated that she works very closely with the Police Department to help alleviate this problem. Ms. Aguila-Tarky stated that in any given month in San Francisco, there are 600 to 650 narcotics arrests. She added that the Community is very concerned about the drug dealing and violence on the street.

Mu-Lin Lai and Marlene Tran

Mu-Lin Lai, immigrant and concerned resident, and Marlene Tran, translator and Visitation Valley Asian Alliance. Ms. Lai stated she has been in the United States for less than a year, and in this time, both of her sons have been victims of crimes adding that on November 16th of last year, both of her sons were badly beaten in an incident. She stated that racial epithets were also shouted during the beating. Ms. Lai stated that a young, African American lady intervened and saved her son's life. Two witnesses called the police were called to the scene, but no arrests were made. Ms. Lai wanted to take her son to the hospital, but the Vice-Principal of the school stated that an ambulance would cost six-hundred dollars. Since Ms. Lin could not afford it, she took her son in a taxi to General Hospital. Ms. Tran stated because of lack of language accessibility, Ms. Lin was neglected by the police and the school, I her time of need.

Commission Chair Saliba-Malouf asked if Ms. Lin has received any resolution to this matter and Ms. Tran indicated that a court meeting was held on January 23, 2001, but Ms. Lin was not contacted by the D.A.'s office. Commission Chair Saliba-Malouf stated that the staff of the Human Rights Commission would be happy to sit with Ms. Lin and help her through this case.

Ms. Tran added that sixty percent of ESL students within her center have been victims of crime, but these incidents may go unreported because of the language barrier with the Police Department.

Fred Persily
Fred Persily, Executive Director California Association of Human Relations Organizations, stated that the City of Santa Fe Springs is a good model of correcting problems of violence. Mr. Persily stated that Santa Fe Springs had a lot of gang activity, high levels of homicide, and hostility between law enforcement and the community. Santa Fe Springs began talking to the young people, asking them what types of things they would like the City to do. Since then, the city of Santa Fe Springs has created more recreation, offered more counseling, and changed the role of law enforcement, building community relationships. In the last 20 years, the city of Santa Fe Springs has had one homicide in the area. Mr. Persily stated that he also worked with North Richmond. In this program, he also worked with the young at-risk youth, creating a Community Youth Justice Council and a Neighborhood House, thereby creating something positive and worthwhile for the youth to do, instead of fight. Mr. Persily stated that trust does not exist between the police and the youth, and that emphasis should be placed of the needs of young people as opposed to a law enforcement response.

Myron Howard-Johnson
Myron Howard-Johnson, Commissioner, Youth Commission Chair, addressed the youth issue of violence and suggested that officers go into classrooms of junior and high school students to share the realities of violence on our streets. Mr. Howard-Johnson stated that from his experience, the youth are willing to listen, but no one is putting forth any effort. He also suggested that the police department receive training on how to talk to and relate with youth. Mr. Howard-Johnson added that the media does not cover positive youth events and occurrences, but instead, only violence. He stated that the reality of drugs and violence on the street is a reality of our youth and that positive, clean, and accessible parks, recreation, and youth center should be provided to counter these negative environmental factors. Mr. Howard-Johnson ended with the suggestion of promoting more positive youth role models.

Commissioner Dimapilis stated that as Chair of the Youth and Education Committee, she would like for the Committee to work closely with the Youth Commission.

Lt. Kitt Crenshaw
Lt. Kitt Crenshaw, SFPD Gang Unit, stated that he has been a member of the SFPD for twenty-four years and is a former resident of Bayview/Hunters Point. He stated that black related gang violence is up by 13% in 1999 and 78.8% in 2000. He noted that he has three fellow officers working in the Gang Unit, and another working on witness protection. Mr. Crenshaw stated that the police department is doing all they can, but the problem is not a police versus community problem, rather a community versus community problem. He stated that in the last eighteen months, there have been 16 homicides related to gang activity. He cited guns as the reason for this statistic; since carrying a double-edged knife is a felony, but carrying a concealed and loaded firearm is a misdemeanor. Mr. Crenshaw compared the gun epidemic to the drug epidemic and stated that there is a proliferation of gun on the street. The only way to combat this problem is to implement a comprehensive anti-gun program that starts in grade school. He stated that the City does not have comprehensive anti-violence education program.

Susan London
Susan London, Executive Director SF Safe, entertained Commissioner questions regarding community policing. Ms. London stated that SF Safe is a non-profit organization that has been around for 25 years and has provided

crime-prevention education, public safety, violence prevention, as well as administer the neighborhood watch program. Ms. London stated that they work closely with the SFPD and added that the Neighborhood Watch program reduces crimes by thirty percent. Ms. London spoke of a prior Community Policing program twelve years ago, and stated that other police officers ostracized the community police officers, describing community policing as social work.

Commission Chair Saliba-Malouf stated that one of the recurring requests that the HRC has heard was the return of beat cops to the San Francisco neighborhoods.

Ms. London stated that through the course of her work, she has seen a sever lack of communication between the police department, City departments, other non-profit organizations, and as the community.

James Head
James Head, Executive Director, National Economic Development Law Center. Mr. Head stated that part of creating jobs and access to jobs, also includes building greater services for children, youth, and families and strengthening communities. Mr. Head stated that community violence is directly correlated with economic instability. Mr. Head stated that if we combine economic stability with strong neighborhood services and support services, incidents of violence will drop. Mr. Head looked to the Commission to help provide a more economically stable environment and climate. He stated that his agency strives to bring employment opportunities to young people and bring economic stability to their families. He concluded, stating that there is a clear connection between economic betterment and a decrease in violence in the community.

James E. Hooker
James E. Hooker is a job developer with the Mayor's Youth Employment Education Program in San Francisco and member of the Western Addition Advisory Board. Mr. Hooker agreed with Mr. Head and stated that economic empowerment would greatly affect the decrease of violence in our communities. He stated that positive employment, high school programs, and greater budgetary support for youth programs, are greatly needed. He stated that the youth want positive employment opportunities and we must do whatever it takes to make this a reality.

At 6:20 p.m., Commissioner Littleton arrived and Chair Saliba-Malouf announced to the public that a quorum was present.

Staff proposal of Task Force Guidelines
Kabir Hypolite (HRC Staff) spoke about the Task Force on the Allocation of City Resources to Underserved and Economically Challenged Communities, whose mission is to oversee and advocate for the allocation of City resources to fund social programs underserved and economically challenged communities in San Francisco (attached). Mr. Hypolite proposed the agendized action item, that the HRC adopt the following Task Force guidelines: that will meet to assess community needs, assess department budget proposals, and advocate for programs that demonstrate positive community impact and successful track record.

Commissioner Sparks noted that the Task Force is heavily weighted with City departments, and not a lot of neighborhood groups. Mr. Hypolite stated that the HRC is indeed identifying and concentrating on community members to be a part of the Task Force.

Commission Chair Saliba-Malouf stated that the HRC can propose the adoption of these guidelines with the stipulation that the Commission can expand the scope of the TASK Force membership.

Commissioner Littleton states that the Issues Committee would like at least one member of the Committee be involved with the Task Force. Commissioner Littleton also stated that the Committee had additional recommendations for the Task Force.

The Commissioners approved the Task Force guidelines with the above-mentioned additions; moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

Report on documentation of ongoing hearings of escalating violence
Director Harmon stated that at the last Commission meeting, the Commissioners asked HRC staff to create a system to document the ongoing hearings of escalating violence. She stated the Lome Aseron (HRC Staff) will be working with the author of the Commission's LGBTH Economic Empowerment Report as a model for the escalating violence report. Director Harmon stated that we would present more information about this at the next Commission meeting.

Discussion of HRC resolution commending the service of Jacqueline Minor
Director Harmon returned to item of discussion of HRC resolution commending the service of Jacqueline Minor.

Commission Chair Saliba-Malouf stated that the letter is great and thanked Ms. Minor for her service to the Commission. The approval of the letter was moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

Report on HRC budget for Fiscal Year 2001/2002
Director Harmon introduced Joyce O. Smith, Operations Coordinator (HRC Staff), to report on the proposed HRC budget for Fiscal Year 2001/2002 (attached). Chair Saliba-Malouf noted that this year's budget was not substantially different from last years budget. Commissioner Littleton asked where budgetary increases were located. Ms. Smith stated that increases were in the areas of salaries, mandatory fringe, and the surety bond program. Commission Chair Saliba-Malouf noted that the bulk of our budge is work order funds. Ms. Smith added that the grant amount consisted of about 5.5% and the general fund was about 40%. Commission Ward asked what a work order and grant meant. Ms. Smith stated work order dollars come from other City departments, for whom we perform services. Commissioner Littleton asked if the HRC has received additional allocations for the enforcement arm and the Director stated that the Mayor's Office has informed our Department that there will be no enhancements this year. The proposed budget was moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

Report on status of discriminatory exclusions of transsexual surgeries and treatments in the City's health insurance system
Director Harmon requested that the Commissioners direct staff to prepare a resolution urging the Health Service System Board to end discriminatory exclusions of transsexual surgeries, as well as commend them for taking necessary steps to end discriminatory exclusions of transsexual surgeries. Commission Sparks noted that the resolution should focus on commending the Board for this historic event. The resolution was moved (Dimapilis), seconded (Sparks) and approved (Unanimously).

Approval of minutes of Commission Meeting of January 25, 2001
The minutes of Commission Meeting of January 25, 2001 were moved (Dimapilis), seconded (Littleton) and approved(Unanimously).

REPORT OF THE CHAIR (Continued)
Individual Commissioner reports on Community activities
Chair Saliba-Malouf stated that she attended the annual Martin Luther King lunch hosted by the Lawyers Committee for Civil Rights. The committee commends the lawyers from private law firms that donate their time bone for immigrants rights, racial discrimination, et cetera.

Commissioner Littleton attended a Town Hall meeting regarding the violence in Bayview/Hunters Point. She said that it was good to hear from the people in the community.

Discussion and approval of HRC resolution commending the service of Youn-Cha Shin Chey
Commission Chair Saliba-Malouf proposed the approval of an HRC resolution commending the service of Youn-Cha Shin Chey. The resolution was moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

COMMITTEE REPORTS
Lesbian Gay Bisexual Transgender
No report.

Employment Committee
Pansy Waller (HRC Staff) reported that the Committee has seven new members. The Committee came up with new issues and goals, including diversification statistics, have the committee to continue being a forum for the public, and to deal with an issue as quickly as possible. The Committee would like the public sector to meet employment goals and be more receptive in hiring immigrants, including cultural and language barriers. Also, Ms. Waller stated that the Committee work on contractors not discriminating against felons and/or prior convictions.

Issues Committee
Commissioner Littleton introduced Emil De Guzman (HRC Staff) who stated that City Attorney Catherine Barnes attended the Committee meeting. Commissioner Littleton stated that the Committee talked about the violence in Bayview/Hunters Point and stated that it was a good discussion, and the Committee was concerned that the

reaction was not as quickly as they would have hoped. Commissioner Littleton stated that the Committee wanted to update and help alleviate issues contained in the Unfinished Agenda. Another recommendation was to implement the "Street Soldiers" program. Mr. DeGuzman added that the Committee also talked about the possibility of disability certification and stated that the M/W/LBE committee would be working on this issue.

MBE/LBE/WBE
Commissioner Littleton stated that the Committee had a presentation regarding the possibility of disability being a criteria for certification under the M/W/LBE program. Commissioner Littleton stated that they added more members to their Rules and Regs Task Force.

Youth and Education Committee
Commission Dimapilis stated that many young people attended the Committee, and that they are in the process recruiting new members.

OLD / NEW BUSINESS
There was no old/new business.

ADJOURNMENT
The meeting was adjourned at 7:03 p.m.

NEXT MEETING
TIME:4:30 P.M.
DATE:February 22, 2001
PLACE:1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By:Toni A. Delgado
Commission Secretary

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Meetings Information

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San Francisco Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

AGENDA

REGULAR MEETING

Thursday, February 22, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*

Larry Lee, *Vice Chair*

Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles Ward

Virginia M. Harmon
INTERIM DIRECTOR

Toni A. Delgado
COMMISSION SECRETARY

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The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

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Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

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LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of February 8, 2001 [➲Action Item (***)]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes.

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities [◎Discussion Item (*)]

7. REPORT OF THE DIRECTOR

   a. Discussion and update of Mayor's Summit on Crime [◎Discussion Item (***)]
   b. Discussion and update on preparations for the California Association of Human Rights Organizations (CAHRO) Conference in March [◎Discussion Item (***)]

REGULAR BUSINESS

8. Discussion and possible adoption of resolution to Health Service System Board commending them for moving toward ending discrimination against transsexual City employees and urging them to address the remaining obstacles. [◎Discussion/➲Action Item (***)]

9. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Task Force [◎Discussion Item (***)]
   b. Resource Guide [◎Discussion Item (***)]
   c. Preparation of Report on Hearings [◎Discussion Item (***)]

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

10. Presentation by Bill Hough of Presidio Challenge. Discussion and possible adoption of resolution requesting HRC support for the upcoming World Conference Against Racism [Discussion/➲Action Item (**)]

11. COMMITTEE REPORTS

a. Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Co Chair
Commissioner Theresa Sparks, Co Chair
Larry Brinkin, Committee Staff

i. Report of the February 20, 2001 Committee Meeting [◎Discussion Item (*)]

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 20, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b. Employment Committee
Commissioner Larry Lee, Chair
Commissioner Wilfred Hsu
Pansy Waller, Committee Staff

i. No Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 1, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c. Issues Committee
Commissioner Leslie Littleton, Co Chair
Commissioner Theresa Sparks, Co Chair
Emil DeGuzman, Committee Staff

i. No Report.

NOTE: *The next meeting of the Issues Committee will be held on Monday, March 5, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

i. Report of the February 21, 2001 Committee Meeting [◎Discussion Item (*)]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, March 21, 2001 at 5:30 p.m. at the Human Rights Commission offices. 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Charles L. Ward, Co Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, March 7, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

CLOSED SESSION

12. EXECUTIVE SESSION
   a. Vote on whether to hold closed session to confer with Legal Counsel [➲Action Item (***)]
   b. Closed Session to discuss settlement of litigation matters pursuant to subdivision (a) of California Government Code Section 54956.9 and subdivision (d) (1) of San Francisco Administrative Code:

IN RE: September 27, 2000 Investigation by San Francisco Human Rights Commission re: Commercial Interiors, & Construction, Inc., et al., Port of San Francisco Contract No. 2594, and Port of San Francisco Contract No. 2616

Approval of settlement of remaining litigation arising from Port construction contract 2616 (Pier 35 Passenger Terminal Escalator/Elevator) and construction contract 2594 (Ferry Building Seismic Repair) upon terms which include contractor's Five year agreement to refrain from bidding on city public works contracts, in exchange for City's dismissal of claims for false claims and fraud. The agreement shall apply to contractor Commercial Interiors and Construction Inc, and its principals and related entities, and shall encompass the bidding and/or performance of any work as a prime contractor or subcontractor under any public works contract advertised or awarded by the City for 5 years.

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

13. RECONVENE IN OPEN SESSION
    a. Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12. [➲Action Item (***)]
    b. Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12. [➲Action Item (***)]

RETURN TO REGULAR BUSINESS

14. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

15. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, MARCH 8, 2001

LEGEND: (*) = Oral report, no attachment
(**) = Attachment provided
(***) = To be discussed at Commission Meeting

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Minutes

Regular Meeting
Thursday, February 22, 2001
APPROVED 03-08-01

ROSTER OF COMMISSIONERS
Ghada Saliba-Malouf, Chair
Larry Lee, Vice Chair
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, Interim Director

Toni A. Delgado, Commission Secretary

ORDER OF BUSINESS

1. CALL TO ORDER
Commission Chair Saliba-Malouf called the meeting to order at 4:48 p.m.
A quorum was present.

2. ROLL CALL

Commissioners Present	Commission Excused
Ghada Saliba-Malouf, Chair	Wilfred W. Hsu
Larry Lee, Vice Chair	Leslie Littleton
Shirley Dimapilis	Antonio Salazar-Hobson
Martha Knutzen	
Theresa Sparks	
Charles L. Ward	

HRC Staff Present
Virginia M. Harmon, Interim Director, Toni A. Delgado, Commission Secretary, Larry Brinkin, Ron (Kabir) Hypolite, Nichole Truax, Pansy Waller

Guests Present
Catherine Barnes, Deputy City Attorney, Louise Simpson, Deputy City Attorney

3. APPROVAL OF MINUTES
a. Approval of minutes of Commission Meeting of February 8, 2001
Approval of minutes of Commission Meeting of February 8, 2001 was tabled for the next meeting.

4. CIRCULATE GENERAL COMMUNICATIONS FILE
There was no general communications file.

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
There was no public comment.

6. REPORT OF THE CHAIR
a. Individual Commissioner reports on Community Activities
Commissioner Dimapilis stated that she attended the Filipino Manongs exhibit at the San Francisco Public

Library.

Chair Saliba-Malouf reminded all commissioners that the statements of economic interest forms due to the Ethics Commission by April 2nd, and stressed the importance of their completion.

7. REPORT OF THE DIRECTOR
a. Discussion and update of Mayor?s Summit on Crime
Director Harmon provided an update to the Commissioners regarding the preparation for the Mayor?s Summit on Crime. She stared that the HRC will be conducting community focus groups, seeking input the levels of crime in neighborhoods as well as suggestions, beginning February 24th. The focus groups will be held in five neighborhoods: Visitation Valley, Western Addition, Bayview/Hunters Point, Mission and Potrero Hill. Director Harmon added that the information gathered from these focus groups will be presented at the Crime Summit.

She also asked that all Commissioners contact Sophia Simpliciano (HRC Staff) to RSVP for the Summit, to ensure seats.

Commissioner Lee asked that agendas and notices of the focus groups also be sent to the Commissioners so they might attend.

b. Discussion and update on preparations for the California Association of Human Rights Organizations (CAHRO) Conference in March

Director Harmon introduced Larry Brinkin (HRC Staff) who provided an update to the Commissioners on the CAHRO conference. Mr. Brinkin stated that the conference is rapidly approaching and the programs and are falling into place. Mr. Brinkin invited the Commissioners to attend one day of the conference and the dinner with Dr. Cornell West at no charge. Mr. Brinkin distributed the most recent conference agenda. He noted that the HRC is providing a workshop comprised of a 45 minute slide show that provides an overview of the LGBTH community overview and issues in our City. The other 45 minutes will consist of a panel to discuss building alliance with other civil rights organizations throughout the state, how and what are the obstacles, as well as other issues including marriage issues and economic empowerment. Mr. Brinkin stated that on Saturday, March 3, Marcus Arana from HRC staff will be providing a transgender specific workshop. Mr. Brinkin noted that a reception, co-sponsored by the HRC, will take place prior to the Cornell West dinner.

REGULAR BUSINESS
8. DISCUSSION AND POSSIBLE ADOPTION OF RESOLUTION TO HEALTH SERVICE SYSTEM BOARD COMMENDING THEM FOR MOVING TOWARD ENDING DISCRIMINATION AGAINST TRANSSEXUAL CITY EMPLOYEES AND URGING THEM TO ADDRESS THE REMAINING OBSTACLES.
Mr. Larry Brinkin provided a background of the hard work that the HRC has done to include transgender benefits in our current health care coverage. He noted that this issue has generated much media attention from all over the nation, but has also generated what could be construed as hate mail as well. Mr. Brinkin noted that both the Board of Supervisors and the Mayor still approve the HRC proposal for transgender medical coverage. Mr. Brinkin stated that the Board of Supervisors are creating a Task Force to help implement this plan. He presented the resolution to the Commissioners, stating that the resolution commends the Health Service Systems Board (HSSB), as well as expresses concerns for further coverage and expansion. The resolution was moved (Vice-Chair Lee), seconded (Dimapilis) and approved (Unanimously).

9. DISCUSSION AND UPDATE ON THE FOLLOWING ITEMS REGARDING THE ESCALATING VIOLENCE AFFECTING THE AFRICAN AMERICAN AND LATINO COMMUNITIES IN SAN FRANCISCO.
a. Task Force
Ron (Kabir) Hypolite (HRC Staff) offered the Commissioners an update about the Task Force regarding the escalating violence in San Francisco communities. Mr. Hypolite stated that he is working on recruiting people for the Task Force who possess experience in both the community as well as budget. Mr. Hypolite stated that the HRC has been in contact with different City departments to inquire about budgets.

Chair Saliba-Malouf asked if he knew if there was a particular type of make up for the Task Force and Director Harmon stated that the initial outreach is broad.

Commissioner Ward asked how many people would make up the Task Force and Mr. Hypolite stated that there was no set number, but suggested a small?approximately 10 person group?would be more effective.

b. Resource Guide

Nichole Truax (HRC Staff) provided the Commissioners with a draft copy of the resource guide. She explained that the guide includes many city funded programs that are available to youth. She stated that once all of the information is compiled, the programs will be broken down by district as well as type of program. She stated that she anticipates having all of the information within the next couple of weeks and dividing it into districts, a couple of weeks after that.

Commission Knutzen asked how the HRC plans to outreach this resource guide. Ms. Truax stated that the HRC plans to create a public awareness campaign in each community. Commissioner Knutzen suggested that the database be provided on the web and Ms. Truax agreed. Ms. Truax added that the San Francisco Public Library current has a ?Community Connection? program, providing this type of information, but she stated that the HRC hopes to create a resource guide that is more understandable and more accessible.

Commissioner Ward shared his concerns about the subdivisions, and hoped that when divided, it did not neglect programs in other districts. Ms. Truax reiterated that the resources guide, in it?s entirety, is a substantial document, but added that other community divisions would always be accessible.

Commissioner Sparks asked if an analysis and needs assessment would be enacted to see if the guide was lacking any information, and Commissioner Ward asked how the guide would be updated. Ms. Truax stated that an assessment would be implemented, and added that she has established great relationships with many of departments, and hopes to be in regular contact with them, therefore ensuring the accuracy of the guide.

Many of the Commissioners offered praise to Ms. Truax for her presentation and hard work.

c. Preparation of Report on Hearings
Lome Aseron (HRC Staff), provided the Commissioners with an update on the preparation on the report on the recently held hearings of the HRC. Mr. Aseron stated that he and the Director have met with Patrick Latellier, author of the LGBT Economic Empowerment Report. Mr. Aseron stated that he is currently in the process of gathering and providing Mr. Letellier with all of the information, including minutes, agendas, tapes, et cetera. Mr. Aseron stated that because on the ongoing community meetings, community notification, and additional media reporting, he is unsure as to exactly when this report will be available.

Commission Chair Saliba-Malouf asked if the focus group information would be added to this report and Director Harmon answered yes. Commissioner Knutzen asked is Mr. Letellier would be attending the Summit on Crime. Mr. Aseron stated that he extended the invitation to Mr. Letellier, but has not yet heard back.

Commissioner Knutzen asked that a draft version of the report be provided to the Commission before completion.

Commission Chair Saliba-Malouf stated that she liked the format of the report and hoped that this report followed the same.

Commissioner Knutzen stated that she came across a U.S. Department of Justice report, Safe from the Start: Taking Action on Children Exposed To Violence, and asked that it be incorporated in the in this HRC report. She felt that this report was comprehensive and would be useful as a resource to the HRC.

10. PRESENTATION BY BILL HOUGH OF PRESIDIO CHALLENGE. DISCUSSION AND POSSIBLE ADOPTION OF RESOLUTION REQUESTING HRC SUPPORT FOR THE UPCOMING WORLD CONFERENCE AGAINST RACISM
Pansy Waller, (HRC Staff), presented Mr. Bill Hough with the Presidio Challenge, who introduced the resolution. Mr. Hough stated that the Presidio challenge is responding to the changes that are taking place in the Presidio and it?s vision to become a global center, dedicated to the world?s most critical environmental, cultural and social challenges. He stated that the Labor Council passed a resolution to create a global human rights/relations center and it will go before the state and federal boards. He stated that a global human rights center would affect both national and local human rights issues. Mr. Hough stated that he drafted the resolution to asking the HRC to disseminate letters of support.

Commission Chair Saliba-Malouf would be happy to see this Commission endorse something that would affect human rights all over the world. Chair Saliba-Malouf asked if the dissemination of these letters would be a Task Force effort or staff effort and Director Harmon stated that staff support would be sufficient. The resolution was moved (Dimapilis), seconded (Knutzen) and approved (Unanimously).

11. COMMITTEE REPORTS

a. Lesbian Gay Bisexual Transgender Advisory Committee
i. Report of the February 20, 2001 Committee Meeting
Commissioner Knutzen welcomed Commissioner Sparks to the Committee. Commissioner Knutzen stated that the Committee held two panel discussions on marriage and family issues. The first covered basic family issues, creating a model on ways we can support LGBT families in San Francisco through the new community center and Proposition 10 funding. She added that the committee would probably bring an action item forward soon. The second panel discussed the laws of immigration issues within same sex partnerships and added that the committee will probably present the Commission with a resolution for approval, urging the Board of Supervisors to enact legislation. Commissioner Knutzen stated that the Economic Employment Task Force is moving forward with implementing suggestions of the report. She added that Commissioner Sparks was working to help implement issues on Transgender Task Force, comprised of letters urging support, and involving other community groups to help change public policy.

Commissioner Sparks added that she had attended the LGBTAC meeting as a visitor in the past, and she noted that it has grown into a vibrant, active, and aggressive committee. She also commended Larry Brinkin on his leadership and feels that the committee will accomplish a lot.

b. Employment Committee
No Report.

c. Issues Committee
No Report.

d. MBE/WBE/LBE Advisory Committee
i. Report of the February 21, 2001 Committee Meeting
Commissioner Dimapilis stated that the committee covered goals for the year 2000, reviewed M/W/LBE accomplishments, suggested how to strengthen joint ventures within the M/W/LBE community, and discussed a resolution that will be brought before the Commission at a later date. Commissioner Dimapilis stated that next week, the Committee will be holding as Task Force hearing on the 12.D.A. Rules and Regulations.

e. Youth and Education Committee
No Report.

CLOSED SESSION
12. EXECUTIVE SESSION
a. Vote on whether to hold closed session to confer with Legal Counsel
A vote on whether to hold closed session to confer with legal counsel was moved (Dimapilis), seconded (Knutzen), and approved (Unanimously).

b. Closed Session to discuss settlement of litigation matters pursuant to subdivision (a) of California Government Code Section 54956.9 and subdivision (d) (1) of San Francisco Administrative Code:

IN RE: September 27, 2000 Investigation by San Francisco Human Rights Commission re: Commercial Interiors, & Construction, Inc., et al., Port of San Francisco Contract No. 2594, and Port of San Francisco Contract No. 2616

At 5:35 p.m., Chair Saliba-Malouf invited the public to leave the room and the Commission went into closed session.

13. RECONVENE IN OPEN SESSION
a. Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
The Commission reconvened in open session at 5:42 p.m.

b. Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
A vote on whether to disclose any or all executive session discussions was moved (Dimapilis), seconded (Knutzen), and approved (Unanimously).

Commission Chair Saliba-Malouf noted that during closed session, the Commission approved the settlement in this matter as well as adopted the resolution pertaining to the settlement.

RETURN TO REGULAR BUSINESS

14. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS
There were no discussions of matters of interest for possible inclusion of future agenda items.

15. ADJOURNMENT
The meeting was adjourned at 5:44 p.m.

NEXT MEETING
TIME: 4:30 P.M.
PLACE: 1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

Return to
Meetings Information

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Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

Regular Meeting Agenda

Thursday, March 8, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

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Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

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LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of February 8, 2001
      [➲Action Item ☆☆☆]
   b. Approval of minutes of Commission Meeting of February 22, 2001
      [➲Action Item ☆☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes.

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
      [◎Discussion Item ☆]
   b. Commissioner reports on California Association of Human Rights Organizations (CAHRO) Conference
      [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Discussion of Chapter 12.D.A. March 1, 2001 Quarterly and Annual Reports
      [◎Discussion Item ☆☆]
   b. Discussion Chapter 12.D.A. Waiver Report
      [◎Discussion Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

8. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Task Force
      [◎Discussion Item ☆]
   b. Community Focus Groups
      [◎Discussion Item ☆]

9. COMMITTEE REPORTS

   a. Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Co Chair
      Commissioner Theresa Sparks, Co Chair
      Larry Brinkin, Committee Staff

      i. No Report.

         NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, March 20, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b. Employment Committee
      Commissioner Larry Lee, Chair
      Commissioner Wilfred Hsu
      Pansy Waller, Committee Staff

      i. Report of the March 1, 2001 Committee Meeting
         [◎Discussion Item ☆]

         NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 5, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   c. Issues Committee
      Commissioner Leslie Littleton, Co Chair
      Commissioner Theresa Sparks, Co Chair
      Emil DeGuzman, Committee Staff

      i. Report of the March 5, 2001 Committee Meeting [◎Discussion Item (*)]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

NOTE: *The next meeting of the Issues Committee will be held on Monday, April 2, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

i. Report of the February 28, 2001 MBE/WBE/LBE Task Force Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, March 21, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Charles L. Ward, Co Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report of the April 4, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, March 7, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

10. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

11. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, MARCH 22, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

HUMAN RIGHTS COMMISSION
12D WAIVERS
FEBRUARY 2001

	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
1	Granted	02/01/01	FY 00/01	PUC/Water Quality	$65,000.00	Tekmar-Dohrmann	DV, PO
	REASON: The vendor is the sole source for specialized lab equipment compatible with existing equipment.						
2	Granted	02/02/01	FY 00/01	PUC/Water Quality	$140,000.00	Varian, Inc.	PO
	REASON: The vendor is the sole source for specialized lab equipment compatible with existing equipment.						
3	Denied	02/02/01	12/27/00	MUNI	$70,820.09	TransTech of SC, LP	POPT01005031
	REASON: Competitive bid process should occur.						
4	Denied	02/02/01	12/12/00	MUNI	$53,707.50	Saft-Nife, Inc.	POPT00010957
	REASON: Competitive bid process should occur.						
5	Denied	02/02/01	12/01/00	MUNI	$6,510.00	Westinghouse Air Brake	POPT01004476
	REASON: Competitive bid process should occur.						
6	Denied	02/02/01	12/28/00	MUNI	$8,291.67	GE Transportation	POPT01005047
	REASON: Competitive process ocurred.						
7	Denied	02/02/01	09/01/01	MUNI	$38,947.16	Vapor Corp.	POPT01005115
	REASON: Competitive bid process should occur.						
8	Denied	02/02/01	12/26/00	MUNI	$7,473.31	GE Transportation	POPT01005005
	REASON: Competitive bid process should occur.						
9	Denied	02/02/01	12/06/00	MUNI	$18,976.65	GE Transportation	POPT01004608
	REASON: Competitive bid process should occur.						
10	Denied	02/02/01	12/26/00	MUNI	$1,082.83	Balmac, Inc.	POPT01005006
	REASON: Competitive bid process should occur.						
11	Denied	02/02/01	12/22/00	MUNI	$1,274.87	Westinghouse Air Brake	POPT01004887
	REASON: Competitive bid process should occur.						

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	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
12	Denied	02/02/01	01/09/01	MUNI	$1,407.25	GE Transportation	POPT01005356
	REASON: Competitive bid process should occur.						
13	Denied	02/02/01	01/09/01	MUNI	$33,362.65	GE Transportation	POPT01005354
	REASON: Competitive bid process should occur.						
14	Denied	02/02/01	01/09/01	MUNI	$14,082.82	GE Transportation	POPT01005355
	REASON: Competitive bid process should occur.						
15	Denied	02/02/01	11/15/00 - 01/31/01	Children, Youth, & Their Families	$35,000.00	Lorne Needle	Personal Services
	REASON: MBE/WBE's are capable of performing duties under contract.						
16	Denied	02/02/01	12/28/00	MUNI	$34,090.27	GE Transportation	POPT01005081
	REASON: Competitive process occurred.						
17	Granted	02/02/01	01/30/01	Purchasing Central Shops	$41,000.00	CP Industries	Purchase
	REASON: This sole source for fuel storage vessels is compatible with existing vessel and fueling systems.						
18	Denied	02/04/01	12/28/00	MUNI	$4,096.48	I/O Controls Corporation	POPT01005065
	REASON: This was the sole bidder to contract for necessary equipment.						
19	Denied	02/04/01	01/24/01	MUNI	$14,478.43	Sanford Mechanical Co.	POPT01005872
	REASON: This was the sole bidder to contract for necessary equipment.						
20	Granted	02/13/01	10/01/00 - 09/30/02	DPH	$300,000.00	UCSF Department of Physiological Nursing	Professional Services
	REASON: The renewal of this contract will provide continued primary care services by a Gerontological Nurse Practitioner (GNP,) an advanced practice nurse and Clinical Nurse Specialist (CNS) for LHH residents and Adult Day Health Center participants.						
21	Granted	02/14/01	01/15/01 - 06/30/01	DPW - Training & Dev.	$17,000.00	Van Write (L. Vanderword)	Sole Source
	REASON: Linda Vanderwold created & is the sole individual authorized to use the VanWrite system - a copywrited & patented training method targeted specifi for the needs of public works agencies.						
22	Granted	02/09/01	01/17/01	SF-PUC Hetch Hetchy Water & Power	$120,000.00	Mitchell Engineering	Construction
	REASON: The contract was necessary to respond to emergency construction services to detect and repair leaks in the Power Tunnel and the West Portal Surge Tower. There was no time to obtain competitive bids and apply bid discounts nor subcontracting opportunities on the emergency work.						

	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
23	Granted	02/21/01	01/01/01 - 06/30/04	DPH	$400,000.00	Mt. Diablo Medical Pavillion	Health Services

REASON: State legislation mandates DPH provide an adequate number of beds for Medi-Cal and uninsured adolescents and youth. Mt. Diablo is the the only Bay Area source for back-up beds for this population.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV
Discrimination

Virginia M. Harmon
Interim Director

ANNUAL REPORT ON THE CITY'S PERFORMANCE IN IMPLEMENTING CHAPTER 12D.A OF THE SAN FRANCISCO ADMINISTRATIVE CODE

Presented to:

THE MAYOR AND THE BOARD OF SUPERVISORS

Submitted by:

The San Francisco Human Rights Commission

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ANNUAL REPORT

I. INTRODUCTION

A. REPORTING REQUIREMENTS OF CHAPTER 12D.A

B. CITYWIDE DIVERSITY TRACKING SYSTEM

II. EVALUATION OF THE CITY'S PERFORMANCE IN THE IMPLEMENTATION OF CHAPTER 12D.A

A. MAYOR'S ANNUAL GOALS

B. DEPARTMENTAL ENCUMBRANCES

III. RECOMMENDATIONS

I. INTRODUCTION

A. REPORTING REQUIREMENTS OF CHAPTER 12D.A.

Pursuant to Chapter 12D.A.18(B) of the San Francisco Administrative Code, the San Francisco Human Rights Commission ("HRC") is required to issue an annual report to the Mayor and the Board of Supervisors documenting, "...the progress of the City toward the goals stated in Section 12D.A.3 of this Ordinance...".

Section 12D.A.3 of the Ordinance sets forth the City's policy of ensuring full and equitable opportunities for Minority Business Enterprises ("MBE"), Woman Business Enterprises ("WBE"), and Local Business Enterprises ("LBE") in the City's contracting process.

B. CITYWIDE DIVERSITY TRACKING SYSTEM

The Citywide Diversity Tracking System ("System") provides the HRC and the Controller's Office contracting data about vendors, contractors and subcontractors who were awarded contracts by departments and received City dollars.

On February 1, 1999, the System became available for departmental use. Departments have had more than two years to become accustomed to the requirements of the System and to input the contracting information. In addition, HRC has conducted on-going training sessions with departments to ensure that departments are familiar with the System.

For this report, the data set consists of all contracting information departments have input into the System for the period of January 1, 1998 to February 28, 2001 when Department of Telecommunications and Information Services ("DTIS") staff extracted all data contained in the System.

II. EVALUATION OF THE CITY'S PERFORMANCE IN THE IMPLEMENTATION OF CHAPTER 12D.A

A. MAYOR'S ANNUAL GOALS

Mayor Willie L. Brown, Jr. has issued City-wide MBE/WBE participation goals for the 2000-2001 fiscal year pursuant to Chapter 12D.A.8(1). HRC uses these figures to gauge departmental and City-wide performance towards increasing utilization of certified firms. The Mayor's participation goals are as follows:

Goals	Architecture/ Engineering	Construction	Professional Services	Tele-Comm.	Purchasing
MBE	35%	33%	14%	15%	11%
WBE	15%	11%	12%	10%	9%

The data as entered into the System shows that, as of this date, MBE firms have received 28.60% of architectural and engineering services dollars expended by the City, and WBE firms have received 10.68% of such dollars. For construction services, MBE firms have received 21.16% of all dollars expended by the City, and WBE firms have received 9.97%. For professional services, MBE firms have received 3.57% of City dollars, and WBE firms have received 1.86%. MBE firms have received 0.02% of telecommunications dollars expended by the City, and WBE firms have received 0.81%. Finally, MBE firms have received 3.54% of City purchasing dollars, and WBE firms have received 2.89% (See Appendix 1 for tables and charts detailing current MBE and WBE utilization, measured against the Mayor's utilization goals, for all City departments).

Additionally, Appendix 2 contains tables demonstrating City-wide utilization of MBE and WBE firms as prime and subcontractors, by certain ethnicities.

B. DEPARTMENTAL ENCUMBRANCES

For this report, departments were requested to input complete and accurate contracting data for the time period January 1, 1998 to date. The System prompts departments to input contracting information, when the Controller's FAMIS system indicates that an encumbrance[1] has been established. Once an encumbrance is identified in the System, departments are required to

[1] An encumbrance indicates that an amount of money is available for a particular contractor and project.

enter contracting information, including the identification of any subcontractors as well as contract award amounts and payments to both the prime and subcontractors.

HRC staff evaluated departmental performance in inputting the required contracting data by determining the number of outstanding encumbrances for which departments have failed to input any contracting information.

Below is a table of the number of encumbrances reported by FAMIS System for the period of January 1, 1998 to date, for each of the identified departments. The first column under the "Encumbrances" heading represents the number of encumbrances in the System as of February 29, 2000. The second column represents the number of encumbrances as of February 28, 2001.

DEPARTMENTS	ENCUMBRANCES	
	02/29/2000	02/28/01
Airport Commission	1988	267
Department of Public Transportation-MUNI	2176	657
Department of Public Works	519	14
DTIS	757	0
Parking & Traffic Commission	199	98
Port Commission	797	8
Public Utilities Commission	2706	72
Office of the City Attorney	888	129
Department of Human Resources	627	213
Department of Human Services	1951	392
Department of Public Health	32,299	53,057*
Retirement Services	166	1
Treasurer/Tax Collector	392	17
Purchasing	380	23

*DTIS is currently working on an enhancement to the System to assist the Department of Public Health in its handling of its outstanding encumbrances.

HRC evaluation of the number of encumbrances remaining in the System shows that, compared to the previous annual report, the departments have all made significant progress towards reporting outstanding contract information. However, there still is room for improvement in this area.

III. RECOMMENDATIONS

Pursuant to Chapter 12D.A.18(B), the Commission recommends that the Mayor and the Board encourage City departments to continue their efforts to improve upon entering accurate and complete data into the System.

The Commission also recommends further outreach to certified firms in order to increase their utilization in City contracts.

Furthermore, because the data in the System shows that MBE and WBE firms continue to be underutilized (relative to their availability) in City contracts, the Commission recommends that the City continue implementing Chapter 12D.A.

APPENDIX 1

Departmental Progress towards meeting Mayor's MBE Goals
Prime and Sub Contracts

Data Gathered from January 1998 to February 2001

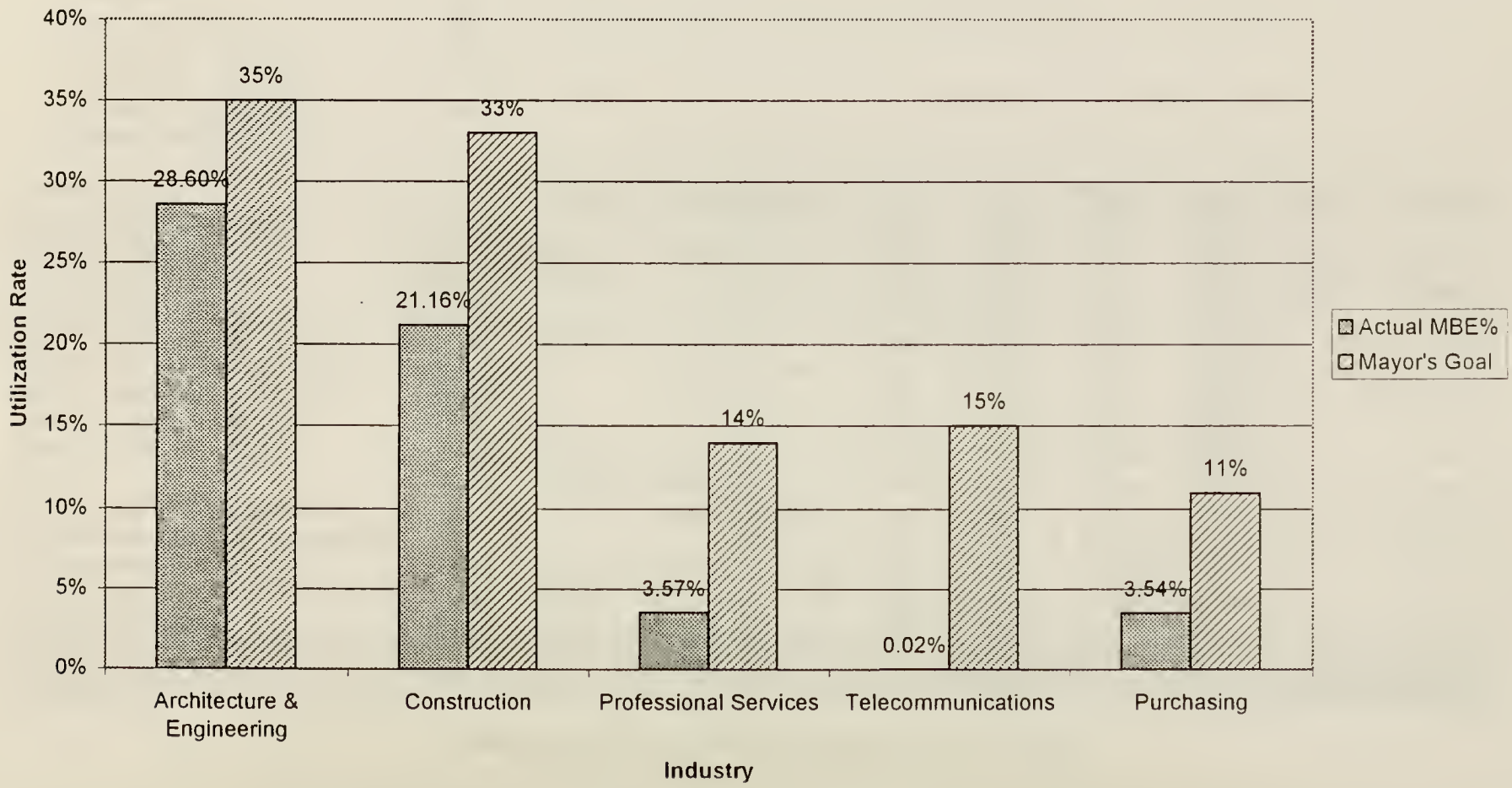
Department	Construction		A&E		Professional Serv		Purchasing		Telecommunications	
	Award	Payment	Award	Payment	Award	Payment	Award	Payment	Award	Payment
Airport Commission	15.49%	11.50%	5.14%	4.50%	4.82%	4.88%	1.01%	0.90%	----	----
Department of Public Transportation	18.45%	0.00%	----	----	0.00%	0.00%	1.07%	1.08%	----	----
Department of Public Works	28.86%	27.72%	31.84%	28.90%	8.34%	15.82%	1.93%	1.93%	----	----
Department of Telecommunications	----	----	----	----	1.21%	0.56%	1.14%	1.19%	0.02%	0.02%
Parking and Traffic Commission	----	----	0.00%	0.00%	0.00%	0.00%	1.19%	1.14%	----	----
Port	26.98%	21.66%	46.37%	----	14.79%	12.94%	1.31%	1.29%	----	----
Public Utilities Commission	37.05%	35.20%	8.61%	9.04%	3.46%	17.91%	1.98%	4.08%	----	----
Office of the City Attorney	----	----	----	----	0.00%	0.00%	2.23%	2.23%	----	----
Department of Human Resources	----	----	----	----	0.00%	0.00%	1.04%	1.00%	----	----
Department of Human Services	----	----	100.00%	100.00%	4.98%	0.08%	11.47%	11.45%	----	----
Department of Health Services	0.00%	0.00%	----	----	4.21%	1.17%	4.09%	4.02%	----	----
Retirement Services	----	----	----	----	0.04%	0.06%	0.93%	3.52%	----	----
Treasurer/Tax Collector	0.00%	0.00%	----	----	0.26%	2.68%	0.21%	0.21%	0.00%	0.00%
Other Departments	4.80%	4.80%	0.00%	0.00%	0.70%	0.13%	4.04%	3.96%	0.00%	0.01%
Department of Purchasing	----	----	----	----	0.00%	0.00%	7.14%	7.05%	----	----
All Departments	24.38%	21.16%	31.53%	28.60%	3.34%	3.57%	3.46%	3.54%	0.02%	0.02%

Major's MBE Goals	
Architecture & Engineering	35%
Construction	33%
Professional Services	14%
Telecommunations	15%
Purchasing	11%

Departmental Progress towards meeting Mayors MBE Goals
Prime and Sub Contracts

Actual MBE% Vs. Mayor's Goal

Data Gathered from January 1998 to February 2001



Departmental Progress towards meeting Mayor's WBE Goals
Prime and Sub Contracts

Data Gathered from January 1998 to February 2001

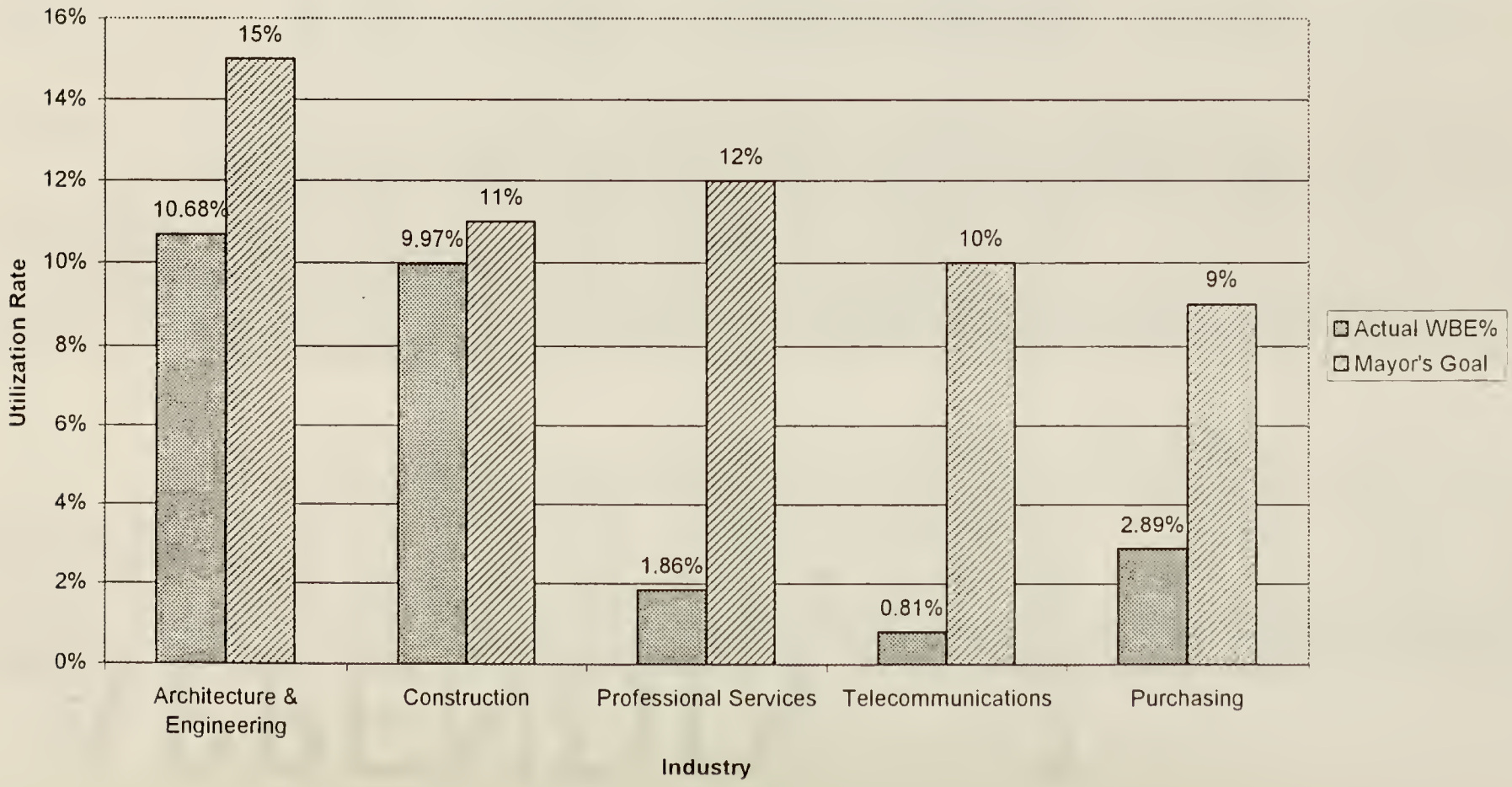
Department	Construction		A&E		Professional Serv		Purchasing		Telecommunications	
	Award	Payment	Award	Payment	Award	Payment	Award	Payment	Award	Payment
Airport Commission	6.94%	8.20%	5.09%	3.78%	2.58%	3.03%	1.26%	1.15%	----	----
Department of Public Transportation	1.80%	0.00%	----	----	0.00%	0.00%	14.39%	15.20%	----	----
Department of Public Works	3.89%	3.01%	10.99%	10.77%	1.37%	2.29%	1.99%	2.01%	----	----
Department of Telecommunications	----	----	----	----	1.41%	1.95%	0.30%	0.31%	0.13%	0.94%
Parking and Traffic Commission	----	----	0.00%	0.00%	0.00%	0.00%	0.81%	0.80%	----	----
Port	31.21%	18.52%	0.00%	----	10.06%	8.27%	0.49%	0.75%	----	----
Public Utilities Commission	12.74%	17.59%	2.87%	3.01%	2.04%	10.29%	0.73%	1.43%	----	----
Office of the City Attorney	----	----	----	----	0.07%	0.07%	0.00%	0.00%	----	----
Department of Human Resources	----	----	----	----	0.00%	0.00%	0.69%	0.69%	----	----
Department of Human Services	----	----	0.00%	0.00%	3.49%	0.06%	1.61%	1.60%	----	----
Department of Health Services	0.00%	0.00%	----	----	2.69%	1.01%	1.21%	1.21%	----	----
Retirement Services	----	----	----	----	0.00%	0.00%	0.05%	0.04%	----	----
Treasurer/Tax Collector	0.00%	0.00%	----	----	0.09%	0.89%	0.27%	0.27%	0.00%	0.00%
Other Departments	0.07%	0.07%	0.00%	0.00%	0.62%	0.54%	1.81%	2.00%	0.00%	0.00%
Department of Purchasing	----	----	----	----	0.00%	0.00%	2.79%	2.80%	----	----
All Departments	9.04%	9.97%	10.91%	10.68%	1.49%	1.86%	2.57%	2.89%	0.09%	0.81%

Major's WBE Goals	
Architecture & Engineering	15%
Construction	11%
Professional Services	12%
Telecommunations	10%
Purchasing	9%

Departmental Progress towards meeting Mayors WBE Goals
Prime and Sub Contracts

Actual WBE% Vs. Mayor's Goal

Data Gathered from January 1998 to February 2001



APPENDIX 2

Prime Data for All Departments (January 1998-February 2001)

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African America	8	1.5%	2	1.4%	20	0.5%	1,618	1.0%	1	0.5%	1,649	1.0%
Cert. Arab American	1	0.2%	0	0.0%	1	0.0%	267	0.2%	0	0.0%	269	0.2%
Cert. Asian American	45	8.6%	21	15.1%	62	1.6%	1,935	1.2%	0	0.0%	2,063	1.3%
Cert. Latino American	61	11.7%	7	5.0%	16	0.4%	753	0.5%	2	0.9%	839	0.5%
Cert. Non-Minority	148	28.4%	13	9.4%	99	2.6%	8,188	5.1%	4	1.8%	8,452	5.1%
Non-Minority	259	49.6%	96	69.1%	3,652	94.9%	147,232	92.0%	214	96.8%	151,453	91.9%
Total	522	100.0%	139	100.0%	3,850	100.0%	159,993	100.0%	221	100.0%	164,725	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African America	$3,728,627	0.5%	$69,751	0.1%	$1,009,464	0.2%	$7,283,848	1.2%	$2,599	0.0%	$12,094,289	0.7%
Cert. Arab American	$101,250	0.0%	$0	0.0%	$155,425	0.0%	$318,439	0.1%	$0	0.0%	$575,114	0.0%
Cert. Asian American	$27,147,218	4.0%	$15,675,198	14.7%	$7,025,277	1.7%	$9,734,189	1.6%	$0	0.0%	$59,581,882	3.3%
Cert. Latino American	$69,833,860	10.2%	$12,998,238	12.2%	$612,561	0.1%	$6,005,827	1.0%	$355	0.0%	$89,450,843	4.9%
Cert. Non-Minority	$87,728,787	12.8%	$25,349,354	23.7%	$14,883,570	3.6%	$23,165,351	3.8%	$152,079	1.1%	$151,279,140	8.3%
Non-Minority	$495,325,761	72.4%	$52,880,142	49.4%	$393,766,753	94.3%	$560,361,962	92.3%	$13,947,073	98.9%	$1,516,281,692	82.9%
Total	$683,865,503	100.0%	$106,972,683	100.0%	$417,453,050	100.0%	$606,869,617	100.0%	$14,102,107	100.0%	$1,829,262,960	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African America	$3,125,999	0.8%	$16,773	0.0%	$2,754,695	0.7%	$5,185,459	1.0%	$2,599	0.0%	$11,085,526	0.8%
Cert. Arab American	$101,250	0.0%	$0	0.0%	$155,425	0.0%	$289,132	0.1%	$0	0.0%	$545,807	0.0%
Cert. Asian American	$21,675,459	5.4%	$10,935,870	14.6%	$6,491,629	1.7%	$8,510,948	1.6%	$0	0.0%	$47,613,906	3.4%
Cert. Latino American	$40,734,946	10.2%	$10,704,658	14.3%	$914,583	0.2%	$5,054,788	1.0%	$355	0.0%	$57,409,330	4.1%
Cert. Non-Minority	$57,546,995	14.4%	$22,742,384	30.4%	$22,147,288	5.8%	$23,591,341	4.5%	$213,093	1.8%	$126,241,100	9.0%
Non-Minority	$277,795,781	69.3%	$30,446,558	40.7%	$348,646,062	91.5%	$485,337,636	91.9%	$11,895,969	98.2%	$1,154,122,006	82.6%
Total	$400,980,430	100.0%	$74,846,243	100.0%	$381,109,682	100.0%	$527,969,304	100.0%	$12,112,016	100.0%	$1,397,017,676	100.0%

Subcontracting Data for All Departments (January 1998-February 2001)

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African America	136	9.5%	40	8.3%	67	8.9%	0	0.0%	0	----	243	9.1%
Cert. Arab American	1	0.1%	2	0.4%	1	0.1%	0	0.0%	0	----	4	0.1%
Cert. Asian American	243	17.0%	97	20.2%	122	16.2%	3	33.3%	0	----	465	17.4%
Cert. Latino American	228	16.0%	47	9.8%	26	3.4%	1	11.1%	0	----	302	11.3%
Cert. Non-Minority	259	18.2%	53	11.0%	120	15.9%	0	0.0%	0	----	432	16.2%
Non-Minority	559	39.2%	242	50.3%	419	55.5%	5	55.6%	0	----	1,225	45.9%
Total	1,426	100.0%	481	100.0%	755	100.0%	9	100.0%	0	----	2,671	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African America	$9,808,171	8.0%	$1,489,194	5.0%	$2,643,281	12.4%	$0	----	$0	----	$13,940,646	8.0%
Cert. Arab American	$0	0.0%	$20,282	0.1%	$0	0.0%	$0	----	$0	----	$20,282	0.0%
Cert. Asian American	$17,552,857	14.3%	$4,026,977	13.6%	$3,329,278	15.6%	$0	----	$0	----	$24,909,112	14.3%
Cert. Latino American	$18,037,388	14.7%	$5,136,595	17.4%	$736,470	3.5%	$0	----	$0	----	$23,910,454	13.8%
Cert. Non-Minority	$17,483,032	14.2%	$1,941,786	6.6%	$2,248,890	10.5%	$0	----	$0	----	$21,673,708	12.5%
Non-Minority	$59,934,781	48.8%	$16,894,815	57.3%	$12,362,434	58.0%	$0	----	$0	----	$89,192,030	51.4%
Total	$122,816,229	100.0%	$29,509,650	100.0%	$21,320,352	100.0%	$0	----	$0	----	$173,646,232	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African America	$33,386,765	12.9%	$3,381,640	7.3%	$4,026,726	21.6%	$0	0.0%	$0	----	$40,795,131	12.6%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$31,145,531	12.1%	$10,147,478	21.8%	$2,065,557	11.1%	$295,300	72.0%	$0	----	$43,653,866	13.5%
Cert. Latino American	$33,043,606	12.8%	$6,875,905	14.8%	$845,125	4.5%	$33,500	8.2%	$0	----	$40,798,136	12.6%
Cert. Non-Minority	$26,609,911	10.3%	$4,139,278	8.9%	$915,300	4.9%	$0	0.0%	$0	----	$31,664,489	9.8%
Non-Minority	$133,665,187	51.8%	$21,974,662	47.2%	$10,755,496	57.8%	$81,080	19.8%	$0	----	$166,476,425	51.5%
Total	$257,851,001	100.0%	$46,518,962	100.0%	$18,608,203	100.0%	$409,880	100.0%	$0	----	$323,388,046	100.0%

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV
Discrimination

Virginia M. Harmon
Interim Director

QUARTERLY REPORT ON DEPARTMENTAL PERFORMANCE IN IMPLEMENTING CHAPTER 12D.A OF THE SAN FRANCISCO ADMINISTRATIVE CODE

Virginia Harmon
Interim Director

March 1, 2001

DOCUMENTS DEPT.

MAR - 7 2001

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QUARTERLY REPORT

I. INTRODUCTION

A. REPORTING REQUIREMENTS OF CHAPTER 12D.A

B. CITYWIDE DIVERSITY TRACKING SYSTEM

II. EVALUATION OF DEPARTMENTAL PERFORMANCE IN IMPLEMENTATION OF CHAPTER 12D.A

A. DEPARTMENTAL UTILIZATION OF CERTIFIED FIRMS AS PRIME AND SUBCONTRACTORS

B. DEPARTMENTAL PERFORMANCE IN MEETING MAYOR'S ANNUAL MBE/WBE UTILIZATION GOALS

C. DEPARTMENTAL COMPLIANCE WITH REQUIREMENTS OF THE CITYWIDE DIVERSITY TRACKING SYSTEM

1. DEPARTMENTAL ENCUMBRANCES

2. CLOSED CONTRACTS

III. CONCLUSION

I. INTRODUCTION

A. REPORTING REQUIREMENTS OF CHAPTER 12D.A.

The Director of the Human Rights Commission ("HRC") is required to evaluate departmental performance and progress in effectuating the requirements of the MBE/WBE/LBE Ordinance on a quarterly basis.

Chapter 12D.A.18(A) provides the director shall issue to the Board of Supervisors a quarterly report documenting, "...each City department's performance under the terms of this Ordinance, including among other things, each City department's progress in meeting its MBE/WBE goals and the success of each department's prime contractors complying with its best efforts obligations to meet MBE/WBE subcontracting goals..."

B. CITYWIDE DIVERSITY TRACKING SYSTEM

The Citywide Diversity Tracking System ("System") provides the HRC and the Controller's Office contracting data about vendors, contractors and subcontractors who were awarded contracts by departments and received City dollars.

On February 1, 1999, the System became available for departmental use. Departments have had more than two years to become accustomed to the requirements of the System and to input the contracting information. In addition, HRC has conducted on-going training sessions with departments to ensure that departments are familiar with the System.

For this quarterly report, the data set consists of all contracting information departments have input into the System for the calendar year January 1, 1998 to February 28, 2001 when Department of Telecommunications and Information Services ("DTIS") staff extracted all data contained in the System.

II. EVALUATION OF DEPARTMENTAL PERFORMANCE IN THE IMPLEMENTATION OF CHAPTER 12D.A

A. DEPARTMENTAL UTILIZATION OF CERTIFIED FIRMS AS PRIME AND SUBCONTRACTORS

For tables demonstrating departmental utilization of certified firms as prime and subcontractors on City contracts, see Appendix 1. For tables demonstrating City-wide utilization of certified firms as prime and subcontractors, identified by certain ethnicities, see Appendix 2.

B. DEPARTMENTAL PERFORMANCE IN MEETING THE MAYOR'S MBE/WBE UTILIZATION GOALS

Mayor Willie L. Brown, Jr. has issued Citywide MBE/WBE participation goals for the 2000-2001 fiscal year pursuant to Chapter 12D.A.8(1). The City uses these figures to gauge departmental performance. They are as follows:

Goals	Architecture/ Engineering	Construction	Professional Services	Tele-Comm.	Purchasing
MBE	35%	33%	14%	15%	11%
WBE	15%	11%	12%	10%	9%

The data as entered into the System shows that, as of this date, MBE firms have received 28.60% of architectural and engineering services dollars expended by the City, and WBE firms have received 10.68% of such dollars. For construction services, MBE firms have received 21.16% of all dollars expended by the City, and WBE firms have received 9.97%. For professional services, MBE firms have received 3.57% of City dollars, and WBE firms have received 1.86%. MBE firms have received 0.02% of telecommunications dollars expended by the City, and WBE firms have received 0.81%. Finally, MBE firms have received 3.54% of City purchasing dollars, and WBE firms have received 2.89%. (See Appendix 3 for tables and charts detailing current MBE and WBE utilization, measured against the Mayor's utilization goals, for all City departments)

C. DEPARTMENTAL COMPLIANCE WITH REQUIREMENTS OF THE CITYWIDE DIVERSITY TRACKING SYSTEM

For this quarterly report, departments were requested to input complete and accurate contracting data for the time period January 1, 1998 to date. The System prompts departments to input contracting information, when the Controller's FAMIS system indicates that an encumbrance[1] has been established. Once an encumbrance is identified in the System, departments are required to enter contracting information, including the identification of any subcontractors as well as contract award amounts and payments to both the prime and subcontractors.

1. DEPARTMENTAL ENCUMBRANCES

HRC staff evaluated departmental performance in inputting the required contracting data by determining the number of outstanding encumbrances for which departments have failed to input any contacting information.
Below is a table of the number of encumbrances reported by FAMIS System for the period of January 1, 1998 to date, for each of the identified departments. The first column under the "Encumbrances" heading represents the number of encumbrances in the System as of February 29, 2000. The second column represents the number of encumbrances as of November 28, 2000. The third column represents the number of encumbrances as of February 28, 2001.

DEPARTMENT	ENCUMBRANCES		
	02/29/2000	11/28/2000	2/28/2001
Airport Commission	1988	276	267
Department of Public Transportation-MUNI	2176	636	657
Department of Public Works	519	47	14
DTIS	757	2	0
Parking & Traffic Commission	199	90	98
Port Commission	797	0	8
Public Utilities Commission	2706	131	72
Office of the City Attorney	888	116	129
Department of Human Resources	627	200	213
Department of Human Services	1951	365	392
Department of Public Health	32,299	*	53,057*
Retirement Services	166	62	1
Treasurer/Tax Collector	392	13	17
Purchasing	380	22	23

*DTIS is currently working on an enhancement to the System to assist the Department of Public Health in its handling of its outstanding encumbrances.

[1] An encumbrance indicates that an amount of money is available for a particular contractor and project.

HRC evaluation of the number of encumbrances remaining in the System shows that, compared to the same time last year, the departments have all made significant progress towards reporting outstanding contract information.

2. CLOSED CONTRACTS

For this quarterly report, DTIS extracted information from 471 contracts in the System that the departments have deemed "closed"[2]. This shows an increase of 47 closed contracts from the previous quarter. DTIS extracted closed contract information from nine major contracting departments (See Appendix 4; note that closed contract information for PUC is broken down by its major contracting divisions). The data used to demonstrate departmental input was taken from three major contracting areas: Construction, Architecture/Engineering and Professional Services.

This closed contract information is useful to illustrate, for example, that the Airport Commission deemed 68 contracts as closed totaling $24,467,859. 11.8% of those dollars was awarded to MBE firms (both as prime and subcontractors), and 8.8% was awarded to WBE firms (both as prime and subcontractors). Additionally, the information shows that the Airport Commission made payments totaling $24,444,326 on the above-referenced awards, with 10.7% of that amount paid to MBE firms and 11.8% paid to WBE firms.

The closed contract information further illustrates that, compared to the previous quarter, the Airport Commission had an increase of $1.3 million in the total dollar amount of payments allocated. The Airport's payment allocations to MBE and WBE firms for this quarter fall within 1% of the payment allocations of last quarter.

A summary of all nine departments shows that, of $116,733,630 awarded, 19.6% was awarded to MBE firms, and 10.3% was awarded to WBE firms. The departments made payments totaling $103,062,210, of which 20.4% went to MBE firms, and 10.7% went to WBE firms.

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[2] March 1, 2001, Quarterly Report Supplement for Closed Contracts is available for review at HRC. A "closed" contract is one in which the department indicates that all contracting activity has been completed.

III. CONCLUSION

As departments continue to improve in their ability to enter all required data into the System, the City will be able to more accurately gauge its utilization of MBEs and WBEs. For example, for the increasing number of closed contracts the City can, on a contract by contract basis, determine whether or not a prime contractor has met its MBE and WBE subcontracting goals.

HRC believes that overall, departments have made improvements in entering data into the System. HRC encourages all departments to continue their commitment towards entering complete and accurate contracting data, pursuant to their obligation under Chapter 12D.A.

commitment towards offering complete and accurate transactions data

APPENDIX 1

Airport Commission

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	0.0%	0	0.0%	1	0.3%	13	0.2%	0	----	14	0.2%
Cert. Arab American	1	0.7%	0	0.0%	1	0.3%	14	0.3%	0	----	16	0.3%
Cert. Asian American	12	8.8%	0	0.0%	5	1.6%	44	0.8%	0	----	61	1.0%
Cert. Latino American	3	2.2%	0	0.0%	3	1.0%	2	0.0%	0	----	8	0.1%
Cert. Non-Minority	24	17.6%	0	0.0%	8	2.6%	202	3.7%	0	----	234	4.0%
Non-Minority	96	70.6%	5	100.0%	286	94.1%	5,142	94.9%	0	----	5,529	94.3%
Total	136	100.0%	5	100.0%	304	100.0%	5,417	100.0%	0	----	5,862	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	0.0%	$0	0.0%	$61,800	0.1%	$28,871	0.1%	$0	----	$90,671	0.0%
Cert. Arab American	$101,250	0.0%	$0	0.0%	$155,425	0.2%	$67,324	0.2%	$0	----	$323,999	0.1%
Cert. Asian American	$4,532,133	1.3%	$0	0.0%	$1,409,750	1.5%	$276,519	0.9%	$0	----	$6,218,402	1.3%
Cert. Latino American	$4,280,206	1.2%	$0	0.0%	$450,000	0.5%	$398	0.0%	$0	----	$4,730,604	1.0%
Cert. Non-Minority	$29,423,108	8.5%	$0	0.0%	$2,172,275	2.4%	$671,935	2.2%	$0	----	$32,267,318	6.9%
Non-Minority	$306,594,179	88.9%	$917,762	100.0%	$87,027,048	95.3%	$29,624,208	96.6%	$0	----	$424,163,197	90.7%
Total	$344,930,876	100.0%	$917,762	100.0%	$91,276,297	100.0%	$30,669,255	100.0%	$0	----	$467,794,190	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	0.0%	$0	0.0%	$621,800	0.6%	$24,767	0.1%	$0	----	$646,567	0.2%
Cert. Arab American	$101,250	0.1%	$0	0.0%	$155,425	0.2%	$66,186	0.2%	$0	----	$322,861	0.1%
Cert. Asian American	$2,038,941	1.1%	$0	0.0%	$2,070,674	2.1%	$272,962	0.8%	$0	----	$4,382,576	1.4%
Cert. Latino American	$1,622,840	0.9%	$0	0.0%	$647,818	0.7%	$398	0.0%	$0	----	$2,271,056	0.7%
Cert. Non-Minority	$15,071,427	8.0%	$0	0.0%	$2,671,941	2.7%	$664,222	2.0%	$0	----	$18,407,590	5.7%
Non-Minority	$169,602,180	90.0%	$646,126	100.0%	$92,360,739	93.7%	$32,224,789	96.9%	$0	----	$294,833,835	91.9%
Total	$188,436,639	100.0%	$646,126	100.0%	$98,528,397	100.0%	$33,253,324	100.0%	$0	----	$320,864,486	100.0%

Airport Commission

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	24	5.4%	0	0.0%	16	7.6%	0	----	0	----	40	6.0%
Cert. Arab American	0	0.0%	0	0.0%	0	0.0%	0	----	0	----	0	0.0%
Cert. Asian American	68	15.3%	4	36.4%	31	14.7%	0	----	0	----	103	15.5%
Cert. Latino American	37	8.3%	0	0.0%	4	1.9%	0	----	0	----	41	6.2%
Cert. Non-Minority	68	15.3%	1	9.1%	27	12.8%	0	----	0	----	96	14.4%
Non-Minority	247	55.6%	6	54.5%	133	63.0%	0	----	0	----	386	58.0%
Total	444	100.0%	11	100.0%	211	100.0%	0	----	0	----	666	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$20,748,709	12.4%	$0	0.0%	$739,694	9.9%	$0	----	$0	----	$21,488,403	12.3%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$15,021,763	9.0%	$53,930	22.0%	$1,298,031	17.4%	$0	----	$0	----	$16,373,724	9.4%
Cert. Latino American	$12,847,021	7.7%	$0	0.0%	$540,857	7.2%	$0	----	$0	----	$13,387,878	7.7%
Cert. Non-Minority	$10,752,562	6.4%	$40,000	16.3%	$532,475	7.1%	$0	----	$0	----	$11,325,037	6.5%
Non-Minority	$107,438,779	64.4%	$151,500	61.7%	$4,368,205	58.4%	$0	----	$0	----	$111,958,484	64.1%
Total	$166,808,834	100.0%	$245,430	100.0%	$7,479,262	100.0%	$0	----	$0	----	$174,533,526	100.0%
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$3,308,165	5.0%	$0	0.0%	$474,118	4.9%	$0	----	$0	----	$3,782,283	5.0%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$8,475,428	12.8%	$33,639	20.7%	$1,162,280	12.1%	$0	----	$0	----	$9,671,347	12.7%
Cert. Latino American	$8,898,944	13.4%	$0	0.0%	$199,751	2.1%	$0	----	$0	----	$9,098,695	12.0%
Cert. Non-Minority	$7,409,400	11.2%	$19,800	12.2%	$429,449	4.5%	$0	----	$0	----	$7,858,649	10.3%
Non-Minority	$38,214,596	57.6%	$109,365	67.2%	$7,341,516	76.4%	$0	----	$0	----	$45,665,478	60.0%
Total	$66,306,533	100.0%	$162,803	100.0%	$9,607,115	100.0%	$0	----	$0	----	$76,076,451	100.0%

Department of Public Transportation-MUNI

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	0.0%	0	----	2	3.9%	122	0.7%	0	----	124	0.7%
Cert. Arab American	0	0.0%	0	----	0	0.0%	35	0.2%	0	----	35	0.2%
Cert. Asian American	0	0.0%	0	----	0	0.0%	298	1.7%	0	----	298	1.7%
Cert. Latino American	0	0.0%	0	----	0	0.0%	42	0.2%	0	----	42	0.2%
Cert. Non-Minority	0	0.0%	0	----	0	0.0%	2,072	11.6%	0	----	2,072	11.6%
Non-Minority	1	100.0%	0	----	49	96.1%	15,282	85.6%	0	----	15,332	85.6%
Total	1	100.0%	0	----	51	100.0%	17,851	100.0%	0	----	17,903	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	0.0%	$0	----	$0	0.0%	$99,779	0.2%	$0	----	$99,779	0.2%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$14,811	0.0%	$0	----	$14,811	0.0%
Cert. Asian American	$0	0.0%	$0	----	$0	0.0%	$357,276	0.8%	$0	----	$357,276	0.6%
Cert. Latino American	$0	0.0%	$0	----	$0	0.0%	$88,504	0.2%	$0	----	$88,504	0.2%
Cert. Non-Minority	$0	0.0%	$0	----	$0	0.0%	$8,357,253	18.2%	$0	----	$8,357,253	14.3%
Non-Minority	$12,478,254	100.0%	$0	----	$173,106	100.0%	$37,074,305	80.6%	$0	----	$49,725,665	84.8%
Total	$12,478,254	100.0%	$0	----	$173,106	100.0%	$45,991,928	100.0%	$0	----	$58,643,288	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	0.0%	$0	----	$731,850	4.0%	$91,618	0.2%	$0	----	$823,467	1.1%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$14,811	0.0%	$0	----	$14,811	0.0%
Cert. Asian American	$0	0.0%	$0	----	$0	0.0%	$334,629	0.8%	$0	----	$334,629	0.5%
Cert. Latino American	$0	0.0%	$0	----	$0	0.0%	$86,645	0.2%	$0	----	$86,645	0.1%
Cert. Non-Minority	$0	0.0%	$0	----	$0	0.0%	$8,161,270	18.9%	$0	----	$8,161,270	11.2%
Non-Minority	$11,548,305	100.0%	$0	----	$17,360,935	96.0%	$34,518,075	79.9%	$0	----	$63,427,315	87.1%
Total	$11,548,305	100.0%	$0	----	$18,092,784	100.0%	$43,207,048	100.0%	$0	----	$72,848,137	100.0%

Department of Public Transportation-MUNI

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	2	18.2%	0	----	0	----	0	----	0	----	2	18.2%
Cert. Arab American	0	0.0%	0	----	0	----	0	----	0	----	0	0.0%
Cert. Asian American	3	27.3%	0	----	0	----	0	----	0	----	3	27.3%
Cert. Latino American	1	9.1%	0	----	0	----	0	----	0	----	1	9.1%
Cert. Non-Minority	3	27.3%	0	----	0	----	0	----	0	----	3	27.3%
Non-Minority	2	18.2%	0	----	0	----	0	----	0	----	2	18.2%
Total	11	100.0%	0	----	0	----	0	----	0	----	11	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$704,000	20.5%	$0	----	$0	----	$0	----	$0	----	$704,000	20.5%
Cert. Arab American	$0	0.0%	$0	----	$0	----	$0	----	$0	----	$0	0.0%
Cert. Asian American	$618,000	18.0%	$0	----	$0	----	$0	----	$0	----	$618,000	18.0%
Cert. Latino American	$200,000	5.8%	$0	----	$0	----	$0	----	$0	----	$200,000	5.8%
Cert. Non-Minority	$1,005,000	29.3%	$0	----	$0	----	$0	----	$0	----	$1,005,000	29.3%
Non-Minority	$900,000	26.3%	$0	----	$0	----	$0	----	$0	----	$900,000	26.3%
Total	$3,427,000	100.0%	$0	----	$0	----	$0	----	$0	----	$3,427,000	100.0%
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Department of Public Works

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	1	1.2%	2	1.8%	5	2.4%	152	1.6%	0	----	160	1.6%
Cert. Arab American	0	0.0%	0	0.0%	0	0.0%	73	0.8%	0	----	73	0.7%
Cert. Asian American	16	19.3%	19	17.3%	20	9.7%	39	0.4%	0	----	94	1.0%
Cert. Latino American	9	10.8%	6	5.5%	2	1.0%	25	0.3%	0	----	42	0.4%
Cert. Non-Minority	14	16.9%	13	11.8%	13	6.3%	595	6.3%	0	----	635	6.4%
Non-Minority	43	51.8%	70	63.6%	167	80.7%	8,562	90.6%	0	----	8,842	89.8%
Total	83	100.0%	110	100.0%	207	100.0%	9,446	100.0%	0	----	9,846	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$358,200	0.4%	$69,751	0.1%	$170,380	0.3%	$149,542	1.3%	$0	----	$747,873	0.3%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$44,488	0.4%	$0	----	$44,488	0.0%
Cert. Asian American	$12,396,581	13.4%	$15,674,764	14.8%	$1,930,231	3.4%	$808,518	7.0%	$0	----	$30,810,095	11.5%
Cert. Latino American	$7,631,316	8.2%	$12,995,253	12.3%	$35,341	0.1%	$11,517	0.1%	$0	----	$20,673,427	7.7%
Cert. Non-Minority	$7,429,735	8.0%	$25,349,354	24.0%	$728,122	1.3%	$541,600	4.7%	$0	----	$34,048,811	12.7%
Non-Minority	$64,688,904	69.9%	$51,627,144	48.8%	$54,688,989	95.0%	$9,959,637	86.5%	$0	----	$180,964,673	67.7%
Total	$92,504,736	100.0%	$105,716,266	100.0%	$57,553,062	100.0%	$11,515,303	100.0%	$0	----	$267,289,367	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$476,831	0.6%	$16,773	0.0%	$977,884	4.0%	$148,918	1.3%	$0	----	$1,620,406	0.9%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$44,488	0.4%	$0	----	$44,488	0.0%
Cert. Asian American	$12,663,264	16.9%	$10,935,870	14.8%	$1,718,833	7.0%	$835,319	7.3%	$0	----	$26,153,286	14.2%
Cert. Latino American	$4,410,078	5.9%	$10,701,672	14.5%	$325	0.0%	$11,517	0.1%	$0	----	$15,123,593	8.2%
Cert. Non-Minority	$5,718,385	7.6%	$22,742,384	30.8%	$348,111	1.4%	$541,258	4.8%	$0	----	$29,350,137	15.9%
Non-Minority	$51,781,427	69.0%	$29,478,152	39.9%	$21,370,163	87.5%	$9,793,923	86.1%	$0	----	$112,423,665	60.9%
Total	$75,049,984	100.0%	$73,874,852	100.0%	$24,415,314	100.0%	$11,375,424	100.0%	$0	----	$184,715,575	100.0%

Department of Public Works

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	37	8.8%	40	8.6%	21	10.7%	0	0.0%	0	----	98	9.0%
Cert. Arab American	1	0.2%	2	0.4%	0	0.0%	0	0.0%	0	----	3	0.3%
Cert. Asian American	86	20.5%	92	19.7%	22	11.2%	3	33.3%	0	----	203	18.6%
Cert. Latino American	53	12.6%	47	10.1%	11	5.6%	1	11.1%	0	----	112	10.3%
Cert. Non-Minority	66	15.8%	52	11.1%	34	17.3%	0	0.0%	0	----	152	13.9%
Non-Minority	176	42.0%	234	50.1%	109	55.3%	5	55.6%	0	----	524	48.0%
Total	419	100.0%	467	100.0%	197	100.0%	9	100.0%	0	----	1,092	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$2,446,954	8.7%	$3,381,640	7.3%	$2,863,277	38.5%	$0	0.0%	$0	----	$8,691,871	10.6%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$5,896,680	21.0%	$10,062,300	21.8%	$635,644	8.6%	$295,300	72.0%	$0	----	$16,889,924	20.6%
Cert. Latino American	$4,082,755	14.5%	$6,875,905	14.9%	$77,768	1.0%	$33,500	8.2%	$0	----	$11,069,928	13.5%
Cert. Non-Minority	$3,673,919	13.1%	$4,099,278	8.9%	$114,395	1.5%	$0	0.0%	$0	----	$7,887,592	9.6%
Non-Minority	$11,990,746	42.7%	$21,755,002	47.1%	$3,737,396	50.3%	$81,080	19.8%	$0	----	$37,564,224	45.8%
Total	$28,091,054	100.0%	$46,174,124	100.0%	$7,428,480	100.0%	$409,880	100.0%	$0	----	$82,103,538	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$2,527,402	11.1%	$1,489,194	5.1%	$892,115	25.4%	$0	----	$0	----	$4,908,712	8.9%
Cert. Arab American	$0	0.0%	$20,282	0.1%	$0	0.0%	$0	----	$0	----	$20,282	0.0%
Cert. Asian American	$3,127,895	13.8%	$3,962,046	13.5%	$702,306	20.0%	$0	----	$0	----	$7,792,247	14.1%
Cert. Latino American	$3,428,940	15.1%	$5,136,595	17.6%	$164,354	4.7%	$0	----	$0	----	$8,729,889	15.7%
Cert. Non-Minority	$3,167,633	14.0%	$1,921,986	6.6%	$353,103	10.1%	$0	----	$0	----	$5,442,723	9.8%
Non-Minority	$10,422,592	46.0%	$16,738,137	57.2%	$1,395,189	39.8%	$0	----	$0	----	$28,555,918	51.5%
Total	$22,674,462	100.0%	$29,268,241	100.0%	$3,507,067	100.0%	$0	----	$0	----	$55,449,770	100.0%

Department of Telecommunications and Informational Services

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	2	1.8%	55	2.9%	1	0.5%	58	2.6%
Cert. Arab American	0	----	0	----	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Asian American	0	----	0	----	3	2.7%	26	1.3%	0	0.0%	29	1.3%
Cert. Latino American	0	----	0	----	2	1.8%	14	0.7%	1	0.5%	17	0.8%
Cert. Non-Minority	0	----	0	----	5	4.4%	100	5.2%	4	2.1%	109	4.9%
Non-Minority	0	----	0	----	101	89.4%	1,732	89.9%	185	96.9%	2,018	90.5%
Total	0	----	0	----	113	100.0%	1,927	100.0%	191	100.0%	2,231	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$56,025	0.2%	$39,260	0.6%	$2,599	0.0%	$97,884	0.2%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Asian American	$0	----	$0	----	$250,000	0.8%	$16,910	0.3%	$0	0.0%	$266,910	0.6%
Cert. Latino American	$0	----	$0	----	$75,000	0.2%	$26,180	0.4%	$158	0.0%	$101,338	0.2%
Cert. Non-Minority	$0	----	$0	----	$457,500	1.4%	$34,815	0.5%	$152,079	1.6%	$644,394	1.3%
Non-Minority	$0	----	$0	----	$31,103,977	97.4%	$6,396,371	98.2%	$9,141,512	98.3%	$46,641,859	97.7%
Total	$0	----	$0	----	$31,942,502	100.0%	$6,513,535	100.0%	$9,296,349	100.0%	$47,752,385	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$62,439	0.4%	$39,260	0.6%	$2,599	0.0%	$104,298	0.3%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Asian American	$0	----	$0	----	$22,218	0.1%	$16,910	0.3%	$0	0.0%	$39,127	0.1%
Cert. Latino American	$0	----	$0	----	$21,520	0.1%	$26,080	0.4%	$158	0.0%	$47,758	0.1%
Cert. Non-Minority	$0	----	$0	----	$312,192	1.9%	$34,800	0.6%	$213,093	2.0%	$560,084	1.7%
Non-Minority	$0	----	$0	----	$15,933,575	97.4%	$6,149,478	98.1%	$10,228,762	97.9%	$32,311,815	97.7%
Total	$0	----	$0	----	$16,351,943	100.0%	$6,266,527	100.0%	$10,444,613	100.0%	$33,063,083	100.0%

Department of Telecommunications and Informational Services

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Parking and Traffic Commission

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	0.0%	0	0.0%	9	0.3%	0	----	9	0.3%
Cert. Arab American	0	----	0	0.0%	0	0.0%	3	0.1%	0	----	3	0.1%
Cert. Asian American	0	----	0	0.0%	0	0.0%	17	0.5%	0	----	17	0.5%
Cert. Latino American	0	----	0	0.0%	0	0.0%	11	0.3%	0	----	11	0.3%
Cert. Non-Minority	0	----	0	0.0%	2	18.2%	216	6.1%	0	----	218	6.2%
Non-Minority	0	----	1	100.0%	9	81.8%	3,258	92.7%	0	----	3,268	92.7%
Total	0	----	1	100.0%	11	100.0%	3,514	100.0%	0	----	3,526	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	0.0%	$0	0.0%	$7,531	0.4%	$0	----	$7,531	0.0%
Cert. Arab American	$0	----	$0	0.0%	$0	0.0%	$3,377	0.2%	$0	----	$3,377	0.0%
Cert. Asian American	$0	----	$0	0.0%	$0	0.0%	$5,108	0.3%	$0	----	$5,108	0.0%
Cert. Latino American	$0	----	$0	0.0%	$0	0.0%	$7,919	0.4%	$0	----	$7,919	0.0%
Cert. Non-Minority	$0	----	$0	0.0%	$9,001,000	18.7%	$140,634	7.5%	$0	----	$9,141,634	18.3%
Non-Minority	$0	----	$5,229	100.0%	$39,005,815	81.3%	$1,722,117	91.3%	$0	----	$40,733,161	81.6%
Total	$0	----	$5,229	100.0%	$48,006,815	100.0%	$1,886,687	100.0%	$0	----	$49,898,731	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	0.0%	$0	0.0%	$5,798	0.3%	$0	----	$5,798	0.0%
Cert. Arab American	$0	----	$0	0.0%	$0	0.0%	$3,377	0.2%	$0	----	$3,377	0.0%
Cert. Asian American	$0	----	$0	0.0%	$0	0.0%	$5,108	0.3%	$0	----	$5,108	0.0%
Cert. Latino American	$0	----	$0	0.0%	$0	0.0%	$7,919	0.4%	$0	----	$7,919	0.0%
Cert. Non-Minority	$0	----	$0	0.0%	$332,742	1.9%	$140,598	7.6%	$0	----	$473,341	2.5%
Non-Minority	$0	----	$5,229	100.0%	$16,965,328	98.1%	$1,699,045	91.3%	$0	----	$18,669,602	97.4%
Total	$0	----	$5,229	100.0%	$17,298,071	100.0%	$1,861,846	100.0%	$0	----	$19,165,145	100.0%

Parking and Traffic Commission

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Arab American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Asian American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Latino American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Non-Minority	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Non-Minority	0	----	0	----	4	100.0%	0	----	0	----	4	100.0%
Total	0	----	0	----	4	100.0%	0	----	0	----	4	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Non-Minority	$0	----	$0	----	$1,452,699	100.0%	$0	----	$0	----	$1,452,699	100.0%
Total	$0	----	$0	----	$1,452,699	100.0%	$0	----	$0	----	$1,452,699	100.0%
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Port

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	2	8.7%	0	0.0%	1	1.1%	91	1.0%	0	----	94	1.1%
Cert. Arab American	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Asian American	3	13.0%	2	66.7%	4	4.4%	100	1.1%	0	----	109	1.2%
Cert. Latino American	2	8.7%	0	0.0%	1	1.1%	119	1.4%	0	----	122	1.4%
Cert. Non-Minority	6	26.1%	0	0.0%	8	8.9%	565	6.5%	0	----	579	6.6%
Non-Minority	10	43.5%	1	33.3%	76	84.4%	7,829	89.9%	0	----	7,916	89.8%
Total	23	100.0%	3	100.0%	90	100.0%	8,704	100.0%	0	----	8,820	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$577,230	2.5%	$0	0.0%	$9,500	0.5%	$33,267	0.4%	$0	----	$619,997	1.8%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$214,494	0.9%	$434	46.4%	$207,100	10.4%	$67,662	0.7%	$0	----	$489,690	1.4%
Cert. Latino American	$4,715,844	20.4%	$0	0.0%	$32,853	1.7%	$39,701	0.4%	$0	----	$4,788,398	13.9%
Cert. Non-Minority	$12,400,164	53.6%	$0	0.0%	$302,142	15.2%	$172,051	1.9%	$0	----	$12,874,357	37.4%
Non-Minority	$5,209,565	22.5%	$502	53.6%	$1,438,120	72.3%	$8,965,788	96.6%	$0	----	$15,613,974	45.4%
Total	$23,117,297	100.0%	$935	100.0%	$1,989,715	100.0%	$9,278,470	100.0%	$0	----	$34,386,416	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$644,767	4.6%	$0	----	$9,495	0.7%	$33,267	0.3%	$0	----	$687,529	2.7%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$137,320	1.0%	$0	----	$126,799	9.8%	$76,872	0.8%	$0	----	$340,991	1.3%
Cert. Latino American	$4,265,625	30.2%	$0	----	$32,853	2.5%	$39,701	0.4%	$0	----	$4,338,179	17.0%
Cert. Non-Minority	$5,186,490	36.8%	$0	----	$182,189	14.1%	$202,180	2.0%	$0	----	$5,570,859	21.8%
Non-Minority	$3,869,218	27.4%	$0	----	$942,142	72.8%	$9,825,711	96.5%	$0	----	$14,637,071	57.2%
Total	$14,103,421	100.0%	$0	----	$1,293,476	100.0%	$10,177,732	100.0%	$0	----	$25,574,629	100.0%

Port

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	9	14.3%	0	----	2	9.1%	0	----	0	----	11	12.9%
Cert. Arab American	0	0.0%	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Asian American	9	14.3%	0	----	5	22.7%	0	----	0	----	14	16.5%
Cert. Latino American	9	14.3%	0	----	0	0.0%	0	----	0	----	9	10.6%
Cert. Non-Minority	12	19.0%	0	----	2	9.1%	0	----	0	----	14	16.5%
Non-Minority	24	38.1%	0	----	13	59.1%	0	----	0	----	37	43.5%
Total	63	100.0%	0	----	22	100.0%	0	----	0	----	85	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$504,284	6.4%	$0	----	$27,136	10.0%	$0	----	$0	----	$531,420	6.5%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$774,800	9.8%	$0	----	$41,882	15.5%	$0	----	$0	----	$816,682	10.0%
Cert. Latino American	$712,800	9.0%	$0	----	$0	0.0%	$0	----	$0	----	$712,800	8.7%
Cert. Non-Minority	$1,088,621	13.8%	$0	----	$15,000	5.5%	$0	----	$0	----	$1,103,621	13.5%
Non-Minority	$4,831,140	61.1%	$0	----	$186,256	68.9%	$0	----	$0	----	$5,017,396	61.3%
Total	$7,911,645	100.0%	$0	----	$270,273	100.0%	$0	----	$0	----	$8,181,918	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$31,468	0.7%	$0	----	$0	0.0%	$0	----	$0	----	$31,468	0.7%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$418,739	9.1%	$0	----	$10,860	7.2%	$0	----	$0	----	$429,599	9.0%
Cert. Latino American	$34,767	0.8%	$0	----	$0	0.0%	$0	----	$0	----	$34,767	0.7%
Cert. Non-Minority	$564,438	12.3%	$0	----	$1,926	1.3%	$0	----	$0	----	$566,364	11.9%
Non-Minority	$3,549,448	77.2%	$0	----	$138,590	91.6%	$0	----	$0	----	$3,688,038	77.6%
Total	$4,598,861	100.0%	$0	----	$151,376	100.0%	$0	----	$0	----	$4,750,237	100.0%

Public Utilities Commission

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	4	1.6%	0	0.0%	2	1.7%	336	1.2%	0	----	342	1.2%
Cert. Arab American	0	0.0%	0	0.0%	0	0.0%	11	0.0%	0	----	11	0.0%
Cert. Asian American	13	5.1%	0	0.0%	10	8.7%	119	0.4%	0	----	142	0.5%
Cert. Latino American	46	18.1%	0	0.0%	0	0.0%	111	0.4%	0	----	157	0.6%
Cert. Non-Minority	104	40.9%	0	0.0%	3	2.6%	1,180	4.3%	0	----	1,287	4.6%
Non-Minority	87	34.3%	8	100.0%	100	87.0%	25,605	93.6%	0	----	25,800	93.0%
Total	254	100.0%	8	100.0%	115	100.0%	27,362	100.0%	0	----	27,739	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$2,792,970	1.3%	$0	0.0%	$645,000	0.6%	$334,008	0.6%	$0	----	$3,771,978	1.0%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$2,492	0.0%	$0	----	$2,492	0.0%
Cert. Asian American	$10,000,109	4.7%	$0	0.0%	$2,797,135	2.8%	$519,184	0.9%	$0	----	$13,316,427	3.6%
Cert. Latino American	$53,206,378	25.3%	$0	0.0%	$0	0.0%	$326,201	0.6%	$0	----	$53,532,578	14.5%
Cert. Non-Minority	$38,475,780	18.3%	$0	0.0%	$1,745,591	1.7%	$962,023	1.7%	$0	----	$41,183,394	11.2%
Non-Minority	$106,175,167	50.4%	$272,067	100.0%	$95,213,398	94.8%	$54,976,614	96.2%	$0	----	$256,637,247	69.7%
Total	$210,650,404	100.0%	$272,067	100.0%	$100,401,124	100.0%	$57,120,522	100.0%	$0	----	$368,444,117	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$2,004,173	1.8%	$0	0.0%	$312,725	1.5%	$330,395	1.2%	$0	----	$2,647,293	1.7%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$2,424	0.0%	$0	----	$2,424	0.0%
Cert. Asian American	$6,832,034	6.1%	$0	0.0%	$1,735,227	8.4%	$500,217	1.8%	$0	----	$9,067,478	5.7%
Cert. Latino American	$30,436,286	27.2%	$0	0.0%	$0	0.0%	$323,203	1.2%	$0	----	$30,759,489	19.2%
Cert. Non-Minority	$31,570,693	28.3%	$0	0.0%	$941,999	4.5%	$921,428	3.4%	$0	----	$33,434,120	20.9%
Non-Minority	$40,900,729	36.6%	$259,611	100.0%	$17,781,887	85.6%	$24,978,182	92.3%	$0	----	$83,920,410	52.5%
Total	$111,743,915	100.0%	$259,611	100.0%	$20,771,838	100.0%	$27,055,850	100.0%	$0	----	$159,831,214	100.0%

Public Utilities Commission

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	64	13.1%	0	0.0%	27	8.9%	0	----	0	----	91	11 4%
Cert. Arab American	0	0.0%	0	0.0%	1	0.3%	0	----	0	----	1	0.1%
Cert. Asian American	77	15.7%	1	33.3%	60	19.7%	0	----	0	----	138	17.3%
Cert. Latino American	128	26.2%	0	0.0%	9	3.0%	0	----	0	----	137	17.2%
Cert. Non-Minority	110	22.5%	0	0.0%	54	17.8%	0	----	0	----	164	20.6%
Non-Minority	110	22.5%	2	66.7%	153	50.3%	0	----	0	----	265	33.3%
Total	489	100.0%	3	100.0%	304	100.0%	0	----	0	----	796	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$8,982,818	17.4%	$0	0.0%	$396,619	23.2%	$0	----	$0	----	$9,379,437	17.6%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$8,834,288	17.1%	$31,248	31.4%	$25,000	1.5%	$0	----	$0	----	$8,890,536	16 6%
Cert. Latino American	$15,201,030	29.5%	$0	0.0%	$226,500	13.2%	$0	----	$0	----	$15,427,530	28.9%
Cert. Non-Minority	$10,089,809	19.5%	$0	0.0%	$233,030	13.6%	$0	----	$0	----	$10,322,839	19.3%
Non-Minority	$8,504,522	16.5%	$68,160	68.6%	$829,799	48.5%	$0	----	$0	----	$9,402,481	17.6%
Total	$51,612,467	100.0%	$99,408	100.0%	$1,710,948	100.0%	$0	----	$0	----	$53,422,823	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$3,941,136	13.5%	$0	0.0%	$1,271,647	15.9%	$0	----	$0	----	$5,212,783	14.0%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$5,530,795	18.9%	$31,292	39.8%	$1,449,042	18.1%	$0	----	$0	----	$7,011,129	18.8%
Cert. Latino American	$5,674,738	19.4%	$0	0.0%	$362,087	4.5%	$0	----	$0	----	$6,036,825	16.2%
Cert. Non-Minority	$6,341,561	21.7%	$0	0.0%	$1,452,567	18.2%	$0	----	$0	----	$7,794,128	20.9%
Non-Minority	$7,748,144	26.5%	$47,313	60.2%	$3,461,310	43.3%	$0	----	$0	----	$11,256,767	30.2%
Total	$29,236,373	100.0%	$78,606	100.0%	$7,996,653	100.0%	$0	----	$0	----	$37,311,632	100.0%

Office of the City Attorney

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Arab American	0	----	0	----	0	0.0%	1	0.2%	0	----	1	0.2%
Cert. Asian American	0	----	0	----	0	0.0%	4	0.7%	0	----	4	0.6%
Cert. Latino American	0	----	0	----	0	0.0%	1	0.2%	0	----	1	0.2%
Cert. Non-Minority	0	----	0	----	1	5.0%	7	1.1%	0	----	8	1.3%
Non-Minority	0	----	0	----	19	95.0%	598	97.9%	0	----	617	97.8%
Total	0	----	0	----	20	100.0%	611	100.0%	0	----	631	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$300	0.0%	$0	----	$300	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$25,696	1.7%	$0	----	$25,696	1.6%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$8,234	0.5%	$0	----	$8,234	0.5%
Cert. Non-Minority	$0	----	$0	----	$45	0.1%	$25,113	1.6%	$0	----	$25,158	1.6%
Non-Minority	$0	----	$0	----	$69,023	99.9%	$1,478,171	96.1%	$0	----	$1,547,194	96.3%
Total	$0	----	$0	----	$69,068	100.0%	$1,537,515	100.0%	$0	----	$1,606,582	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$300	0.0%	$0	----	$300	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$25,696	1.7%	$0	----	$25,696	1.6%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$8,234	0.5%	$0	----	$8,234	0.5%
Cert. Non-Minority	$0	----	$0	----	$45	0.1%	$25,113	1.6%	$0	----	$25,158	1.6%
Non-Minority	$0	----	$0	----	$69,023	99.9%	$1,478,171	96.1%	$0	----	$1,547,194	96.3%
Total	$0	----	$0	----	$69,068	100.0%	$1,537,515	100.0%	$0	----	$1,606,582	100.0%

Office of the City Attorney

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Department of Human Resources

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	0.0%	1	0.1%	0	----	1	0.1%
Cert. Arab American	0	----	0	----	0	0.0%	1	0.1%	0	----	1	0.1%
Cert. Asian American	0	----	0	----	0	0.0%	1	0.1%	0	----	1	0.1%
Cert. Latino American	0	----	0	----	0	0.0%	3	0.3%	0	----	3	0.3%
Cert. Non-Minority	0	----	0	----	0	0.0%	41	4.1%	0	----	41	3.9%
Non-Minority	0	----	0	----	42	100.0%	956	95.3%	0	----	998	95.5%
Total	0	----	0	----	42	100.0%	1,003	100.0%	0	----	1,045	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$1,190	0.1%	$0	----	$1,190	0.1%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$761	0.0%	$0	----	$761	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$4,774	0.3%	$0	----	$4,774	0.2%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$1,192	0.1%	$0	----	$1,192	0.1%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$25,477	1.6%	$0	----	$25,477	1.3%
Non-Minority	$0	----	$0	----	$325,508	100.0%	$1,593,485	97.9%	$0	----	$1,918,993	98.3%
Total	$0	----	$0	----	$325,508	100.0%	$1,626,879	100.0%	$0	----	$1,952,387	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$1,190	0.1%	$0	----	$1,190	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$4,774	0.3%	$0	----	$4,774	0.0%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$1,192	0.1%	$0	----	$1,192	0.0%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$25,477	1.6%	$0	----	$25,477	0.1%
Non-Minority	$0	----	$0	----	$19,386,383	100.0%	$1,596,257	98.0%	$0	----	$20,982,641	99.8%
Total	$0	----	$0	----	$19,386,383	100.0%	$1,628,890	100.0%	$0	----	$21,015,274	100.0%

Department of Human Resources

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Department of Human Services

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	0.0%	1	0.7%	265	12.2%	0	----	266	11.6%
Cert. Arab American	0	----	0	0.0%	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Asian American	0	----	0	0.0%	4	2.9%	6	0.3%	0	----	10	0.4%
Cert. Latino American	0	----	1	100.0%	0	0.0%	4	0.2%	0	----	5	0.2%
Cert. Non-Minority	0	----	0	0.0%	5	3.7%	86	4.0%	0	----	91	4.0%
Non-Minority	0	----	0	0.0%	126	92.6%	1,804	83.3%	0	----	1,930	83.8%
Total	0	----	1	100.0%	136	100.0%	2,165	100.0%	0	----	2,302	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	0.0%	$4,160	3.1%	$309,725	5.3%	$0	----	$313,885	5.3%
Cert. Arab American	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	0.0%	$3,239	2.4%	$17,292	0.3%	$0	----	$20,531	0.3%
Cert. Latino American	$0	----	$2,985	100.0%	$0	0.0%	$317,507	5.5%	$0	----	$320,492	5.4%
Cert. Non-Minority	$0	----	$0	0.0%	$5,060	3.7%	$131,098	2.3%	$0	----	$136,158	2.3%
Non-Minority	$0	----	$0	0.0%	$123,161	90.8%	$5,038,203	86.7%	$0	----	$5,161,363	86.7%
Total	$0	----	$2,985	100.0%	$135,620	100.0%	$5,813,825	100.0%	$0	----	$5,952,430	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	0.0%	$4,160	0.0%	$297,721	5.2%	$0	----	$301,881	2.1%
Cert. Arab American	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	0.0%	$77,107	0.9%	$17,292	0.3%	$0	----	$94,399	0.7%
Cert. Latino American	$0	----	$2,985	100.0%	$0	0.0%	$317,507	5.6%	$0	----	$320,492	2.3%
Cert. Non-Minority	$0	----	$0	0.0%	$73,245	0.9%	$128,822	2.3%	$0	----	$202,067	1.4%
Non-Minority	$0	----	$0	0.0%	$8,311,966	98.2%	$4,959,419	86.7%	$0	----	$13,271,385	93.5%
Total	$0	----	$2,985	100.0%	$8,466,479	100.0%	$5,720,760	100.0%	$0	----	$14,190,224	100.0%

Department of Human Services

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Department of Public Health

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	0.0%	0	----	1	0.1%	158	0.8%	0	----	159	0.8%
Cert. Arab American	0	0.0%	0	----	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Asian American	0	0.0%	0	----	8	0.9%	577	3.0%	0	----	585	2.9%
Cert. Latino American	0	0.0%	0	----	2	0.2%	55	0.3%	0	----	57	0.3%
Cert. Non-Minority	0	0.0%	0	----	26	2.8%	461	2.4%	0	----	487	2.4%
Non-Minority	1	100.0%	0	----	890	96.0%	17,849	93.5%	0	----	18,740	93.6%
Total	1	100.0%	0	----	927	100.0%	19,100	100.0%	0	----	20,028	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	0.0%	$0	----	$30,000	0.2%	$278,748	0.7%	$0	----	$308,748	0.6%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	0.0%	$0	----	$418;094	3.4%	$970,719	2.6%	$0	----	$1,388,813	2.8%
Cert. Latino American	$0	0.0%	$0	----	$0	0.0%	$268,550	0.7%	$0	----	$268,550	0.5%
Cert. Non-Minority	$0	0.0%	$0	----	$392,497	3.2%	$934,632	2.5%	$0	----	$1,327,129	2.7%
Non-Minority	$1,794	100.0%	$0	----	$11,500,598	93.2%	$34,844,762	93.4%	$0	----	$46,347,154	93.4%
Total	$1,794	100.0%	$0	----	$12,341,189	100.0%	$37,297,411	100.0%	$0	----	$49,640,395	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	0.0%	$0	----	$5,971	0.0%	$277,560	0.8%	$0	----	$283,531	0.3%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	0.0%	$0	----	$642,493	0.9%	$922,000	2.5%	$0	----	$1,564,493	1.4%
Cert. Latino American	$0	0.0%	$0	----	$164,826	0.2%	$268,231	0.7%	$0	----	$433,057	0.4%
Cert. Non-Minority	$0	0.0%	$0	----	$13,054,182	17.4%	$920,264	2.5%	$0	----	$13,974,446	12.5%
Non-Minority	$1,794	100.0%	$0	----	$61,166,383	81.5%	$34,200,874	93.5%	$0	----	$95,369,051	85.4%
Total	$1,794	100.0%	$0	----	$75,033,855	100.0%	$36,588,929	100.0%	$0	----	$111,624,578	100.0%

Department of Public Health

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Arab American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Asian American	0	----	0	----	1	20.0%	0	----	0	----	1	20.0%
Cert. Latino American	0	----	0	----	0	0.0%	0	----	0	----	0	0.0%
Cert. Non-Minority	0	----	0	----	1	20.0%	0	----	0	----	1	20.0%
Non-Minority	0	----	0	----	3	60.0%	0	----	0	----	3	60.0%
Total	0	----	0	----	5	100.0%	0	----	0	----	5	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$65,000	24.4%	$0	----	$0	----	$65,000	24.4%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Non-Minority	$0	----	$0	----	$20,400	7.7%	$0	----	$0	----	$20,400	7.7%
Non-Minority	$0	----	$0	----	$181,141	68.0%	$0	----	$0	----	$181,141	68.0%
Total	$0	----	$0	----	$266,541	100.0%	$0	----	$0	----	$266,541	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Retirement System

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	1	0.6%	0	0.0%	0	----	1	0.2%
Cert. Arab American	0	----	0	----	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Asian American	0	----	0	----	0	0.0%	0	0.0%	0	----	0	0.0%
Cert. Latino American	0	----	0	----	0	0.0%	7	1.5%	0	----	7	1.2%
Cert. Non-Minority	0	----	0	----	0	0.0%	14	3.1%	0	----	14	2.3%
Non-Minority	0	----	0	----	154	99.4%	431	95.4%	0	----	585	96.4%
Total	0	----	0	----	155	100.0%	452	100.0%	0	----	607	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$30,000	0.0%	$0	0.0%	$0	----	$30,000	0.0%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$6,610	0.9%	$0	----	$6,610	0.0%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$6,687	0.9%	$0	----	$6,687	0.0%
Non-Minority	$0	----	$0	----	$67,332,110	100.0%	$694,090	98.1%	$0	----	$68,026,200	99.9%
Total	$0	----	$0	----	$67,362,110	100.0%	$707,387	100.0%	$0	----	$68,069,497	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$25,775	0.1%	$0	0.0%	$0	----	$25,775	0.1%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$33,852	3.5%	$0	----	$33,852	0.1%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$6,687	0.7%	$0	----	$6,687	0.0%
Non-Minority	$0	----	$0	----	$43,918,210	99.9%	$920,538	95.8%	$0	----	$44,838,748	99.9%
Total	$0	----	$0	----	$43,943,985	100.0%	$961,077	100.0%	$0	----	$44,905,062	100.0%

Retirement System

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Treasurer/Tax Collector

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	0.0%	0	----	0	0.0%	1	0.2%	0	0.0%	1	0.2%
Cert. Arab American	0	0.0%	0	----	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Asian American	0	0.0%	0	----	1	5.9%	2	0.5%	0	0.0%	3	0.7%
Cert. Latino American	0	0.0%	0	----	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Cert. Non-Minority	0	0.0%	0	----	0	0.0%	1	0.2%	0	0.0%	1	0.2%
Non-Minority	1	100.0%	0	----	16	94.1%	419	99.1%	1	100.0%	437	98.9%
Total	1	100.0%	0	----	17	100.0%	423	100.0%	1	100.0%	442	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	0.0%	$0	----	$0	0.0%	$510	0.1%	$0	0.0%	$510	0.0%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Asian American	$0	0.0%	$0	----	$3,812	0.4%	$335	0.1%	$0	0.0%	$4,147	0.3%
Cert. Latino American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Non-Minority	$0	0.0%	$0	----	$0	0.0%	$885	0.2%	$0	0.0%	$885	0.1%
Non-Minority	$95,000	100.0%	$0	----	$1,081,931	99.6%	$354,844	99.5%	$7,920	100.0%	$1,539,695	99.6%
Total	$95,000	100.0%	$0	----	$1,085,743	100.0%	$356,574	100.0%	$7,920	100.0%	$1,545,237	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	0.0%	$0	----	$0	0.0%	$510	0.1%	$0	0.0%	$510	0.1%
Cert. Arab American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Asian American	$0	0.0%	$0	----	$3,812	3.6%	$335	0.1%	$0	0.0%	$4,147	0.9%
Cert. Latino American	$0	0.0%	$0	----	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%
Cert. Non-Minority	$0	0.0%	$0	----	$0	0.0%	$885	0.2%	$0	0.0%	$885	0.2%
Non-Minority	$9,231	100.0%	$0	----	$102,781	96.4%	$354,844	99.5%	$7,920	100.0%	$474,776	98.8%
Total	$9,231	100.0%	$0	----	$106,593	100.0%	$356,574	100.0%	$7,920	100.0%	$480,318	100.0%

Treasurer/Tax Collector

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

Other Departments

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	1	4.3%	0	0.0%	4	0.2%	398	0.7%	0	0.0%	403	0.7%
Cert. Arab American	0	0.0%	0	0.0%	0	0.0%	127	0.2%	0	0.0%	127	0.2%
Cert. Asian American	1	4.3%	0	0.0%	7	0.4%	625	1.1%	0	0.0%	633	1.0%
Cert. Latino American	1	4.3%	0	0.0%	6	0.4%	351	0.6%	1	3.4%	359	0.6%
Cert. Non-Minority	0	0.0%	0	0.0%	28	1.7%	2,484	4.2%	0	0.0%	2,512	4.1%
Non-Minority	20	87.0%	11	100.0%	1,615	97.3%	55,401	93.3%	28	96.6%	57,075	93.4%
Total	23	100.0%	11	100.0%	1,660	100.0%	59,386	100.0%	29	100.0%	61,109	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$227	0.3%	$0	0.0%	$2,599	0.1%	$5,462,831	1.4%	$0	0.0%	$5,465,657	1.4%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$181,797	0.0%	$0	0.0%	$181,797	0.0%
Cert. Asian American	$3,900	4.5%	$0	0.0%	$5,916	0.1%	$6,389,169	1.7%	$0	0.0%	$6,398,985	1.6%
Cert. Latino American	$117	0.1%	$0	0.0%	$19,368	0.4%	$4,893,898	1.3%	$197	0.0%	$4,913,580	1.2%
Cert. Non-Minority	$0	0.0%	$0	0.0%	$79,337	1.7%	$10,481,615	2.7%	$0	0.0%	$10,560,951	2.7%
Non-Minority	$82,897	95.1%	$57,439	100.0%	$4,683,576	97.8%	$357,123,945	92.9%	$4,797,641	100.0%	$366,745,499	93.0%
Total	$87,141	100.0%	$57,439	100.0%	$4,790,796	100.0%	$384,533,255	100.0%	$4,797,838	100.0%	$394,266,469	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$227	0.3%	$0	0.0%	$2,599	0.0%	$3,395,869	1.0%	$0	0.0%	$3,398,695	0.9%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$154,463	0.0%	$0	0.0%	$154,463	0.0%
Cert. Asian American	$3,900	4.5%	$0	0.0%	$94,466	0.3%	$5,237,692	1.6%	$0	0.0%	$5,336,059	1.4%
Cert. Latino American	$117	0.1%	$0	0.0%	$47,242	0.1%	$3,922,796	1.2%	$197	0.0%	$3,970,351	1.1%
Cert. Non-Minority	$0	0.0%	$0	0.0%	$4,230,642	11.3%	$11,140,009	3.3%	$0	0.0%	$15,370,651	4.1%
Non-Minority	$82,897	95.1%	$57,439	100.0%	$32,922,900	88.3%	$312,176,224	92.9%	$1,659,287	100.0%	$346,898,747	92.5%
Total	$87,141	100.0%	$57,439	100.0%	$37,297,849	100.0%	$336,027,053	100.0%	$1,659,484	100.0%	$375,128,966	100.0%

Other Departments

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	1	8.3%	0	----	0	----	1	8.3%
Cert. Arab American	0	----	0	----	0	0.0%	0	----	0	----	0	0 0%
Cert. Asian American	0	----	0	----	3	25.0%	0	----	0	----	3	25.0%
Cert. Latino American	0	----	0	----	2	16.7%	0	----	0	----	2	16.7%
Cert. Non-Minority	0	----	0	----	2	16.7%	0	----	0	----	2	16.7%
Non-Minority	0	----	0	----	4	33.3%	0	----	0	----	4	33.3%
Total	0	----	0	----	12	100.0%	0	----	0	----	12	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$5,400	9.3%	$0	----	$0	----	$5,400	9.3%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$0	----	$0	----	$0	0.0%
Cert. Asian American	$0	----	$0	----	$4,790	8.2%	$0	----	$0	----	$4,790	8.2%
Cert. Latino American	$0	----	$0	----	$10,278	17.7%	$0	----	$0	----	$10,278	17.7%
Cert. Non-Minority	$0	----	$0	----	$11,845	20.4%	$0	----	$0	----	$11,845	20 4%
Non-Minority	$0	----	$0	----	$25,829	44.4%	$0	----	$0	----	$25,829	44.4%
Total	$0	----	$0	----	$58,142	100.0%	$0	----	$0	----	$58,142	100.0%

Department of Purchasing

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	0.0%	17	0.6%	0	----	17	0.6%
Cert. Arab American	0	----	0	----	0	0.0%	2	0.1%	0	----	2	0.1%
Cert. Asian American	0	----	0	----	0	0.0%	77	2.9%	0	----	77	2.9%
Cert. Latino American	0	----	0	----	0	0.0%	8	0.3%	0	----	8	0.3%
Cert. Non-Minority	0	----	0	----	0	0.0%	164	6.2%	0	----	164	6.2%
Non-Minority	0	----	0	----	2	100.0%	2,364	89.8%	0	----	2,366	89.8%
Total	0	----	0	----	2	100.0%	2,632	100.0%	0	----	2,634	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$538,587	4.5%	$0	----	$538,587	4.5%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$3,090	0.0%	$0	----	$3,090	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$275,026	2.3%	$0	----	$275,026	2.3%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$9,415	0.1%	$0	----	$9,415	0.1%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$679,532	5.7%	$0	----	$679,532	5.7%
Non-Minority	$0	----	$0	----	$395	100.0%	$10,515,422	87.5%	$0	----	$10,515,817	87.5%
Total	$0	----	$0	----	$395	100.0%	$12,021,072	100.0%	$0	----	$12,021,467	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	0.0%	$538,587	4.5%	$0	----	$538,587	4.5%
Cert. Arab American	$0	----	$0	----	$0	0.0%	$3,083	0.0%	$0	----	$3,083	0.0%
Cert. Asian American	$0	----	$0	----	$0	0.0%	$261,141	2.2%	$0	----	$261,141	2.2%
Cert. Latino American	$0	----	$0	----	$0	0.0%	$7,511	0.1%	$0	----	$7,511	0.1%
Cert. Non-Minority	$0	----	$0	----	$0	0.0%	$678,329	5.7%	$0	----	$678,329	5.7%
Non-Minority	$0	----	$0	----	$53,647	100.0%	$10,462,105	87.5%	$0	----	$10,515,752	87.6%
Total	$0	----	$0	----	$53,647	100.0%	$11,950,756	100.0%	$0	----	$12,004,402	100.0%

Department of Purchasing

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Arab American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Asian American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Latino American	0	----	0	----	0	----	0	----	0	----	0	----
Cert. Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Non-Minority	0	----	0	----	0	----	0	----	0	----	0	----
Total	0	----	0	----	0	----	0	----	0	----	0	----

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
					0							

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Arab American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Asian American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Latino American	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Cert. Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Non-Minority	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----
Total	$0	----	$0	----	$0	----	$0	----	$0	----	$0	----

APPENDIX 2

Prime Data for All Departments (January 1998-February 2001)

Number of Prime Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African America	8	1.5%	2	1.4%	20	0.5%	1,618	1.0%	1	0.5%	1,649	1.0%
Cert. Arab American	1	0.2%	0	0.0%	1	0.0%	267	0.2%	0	0.0%	269	0.2%
Cert. Asian American	45	8.6%	21	15.1%	62	1.6%	1,935	1.2%	0	0.0%	2,063	1.3%
Cert. Latino American	61	11.7%	7	5.0%	16	0.4%	753	0.5%	2	0.9%	839	0.5%
Cert. Non-Minority	148	28.4%	13	9.4%	99	2.6%	8,188	5.1%	4	1.8%	8,452	5.1%
Non-Minority	259	49.6%	96	69.1%	3,652	94.9%	147,232	92.0%	214	96.8%	151,453	91.9%
Total	522	100.0%	139	100.0%	3,850	100.0%	159,993	100.0%	221	100.0%	164,725	100.0%

Prime Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African America	$3,728,627	0.5%	$69,751	0.1%	$1,009,464	0.2%	$7,283,848	1.2%	$2,599	0.0%	$12,094,289	0.7%
Cert. Arab American	$101,250	0.0%	$0	0.0%	$155,425	0.0%	$318,439	0.1%	$0	0.0%	$575,114	0.0%
Cert. Asian American	$27,147,218	4.0%	$15,675,198	14.7%	$7,025,277	1.7%	$9,734,189	1.6%	$0	0.0%	$59,581,882	3.3%
Cert. Latino American	$69,833,860	10.2%	$12,998,238	12.2%	$612,561	0.1%	$6,005,827	1.0%	$355	0.0%	$89,450,843	4.9%
Cert. Non-Minority	$87,728,787	12.8%	$25,349,354	23.7%	$14,883,570	3.6%	$23,165,351	3.8%	$152,079	1.1%	$151,279,140	8.3%
Non-Minority	$495,325,761	72.4%	$52,880,142	49.4%	$393,766,753	94.3%	$560,361,962	92.3%	$13,947,073	98.9%	$1,516,281,692	82.9%
Total	$683,865,503	100.0%	$106,972,683	100.0%	$417,453,050	100.0%	$606,869,617	100.0%	$14,102,107	100.0%	$1,829,262,960	100.0%

Prime Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African America	$3,125,999	0.8%	$16,773	0.0%	$2,754,695	0.7%	$5,185,459	1.0%	$2,599	0.0%	$11,085,526	0.8%
Cert. Arab American	$101,250	0.0%	$0	0.0%	$155,425	0.0%	$289,132	0.1%	$0	0.0%	$545,807	0.0%
Cert. Asian American	$21,675,459	5.4%	$10,935,870	14.6%	$6,491,629	1.7%	$8,510,948	1.6%	$0	0.0%	$47,613,906	3.4%
Cert. Latino American	$40,734,946	10.2%	$10,704,658	14.3%	$914,583	0.2%	$5,054,788	1.0%	$355	0.0%	$57,409,330	4.1%
Cert. Non-Minority	$57,546,995	14.4%	$22,742,384	30.4%	$22,147,288	5.8%	$23,591,341	4.5%	$213,093	1.8%	$126,241,100	9.0%
Non-Minority	$277,795,781	69.3%	$30,446,558	40.7%	$348,646,062	91.5%	$485,337,636	91.9%	$11,895,969	98.2%	$1,154,122,006	82.6%
Total	$400,980,430	100.0%	$74,846,243	100.0%	$381,109,682	100.0%	$527,969,304	100.0%	$12,112,016	100.0%	$1,397,017,676	100.0%

Subcontracting Data for All Departments (January 1998-February 2001)

Number of Sub Contracts

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent	Freq	Percent
Cert. African America	136	9.5%	40	8.3%	67	8.9%	0	0.0%	0	----	243	9.1%
Cert. Arab American	1	0.1%	2	0.4%	1	0.1%	0	0.0%	0	----	4	0.1%
Cert. Asian American	243	17.0%	97	20.2%	122	16.2%	3	33.3%	0	----	465	17.4%
Cert. Latino American	228	16.0%	47	9.8%	26	3.4%	1	11.1%	0	----	302	11.3%
Cert. Non-Minority	259	18.2%	53	11.0%	120	15.9%	0	0.0%	0	----	432	16.2%
Non-Minority	559	39.2%	242	50.3%	419	55.5%	5	55.6%	0	----	1,225	45.9%
Total	1,426	100.0%	481	100.0%	755	100.0%	9	100.0%	0	----	2,671	100.0%

Sub Award

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent	Award	Percent
Cert. African America	$9,808,171	8.0%	$1,489,194	5.0%	$2,643,281	12.4%	$0	----	$0	----	$13,940,646	8.0%
Cert. Arab American	$0	0.0%	$20,282	0.1%	$0	0.0%	$0	----	$0	----	$20,282	0.0%
Cert. Asian American	$17,552,857	14.3%	$4,026,977	13.6%	$3,329,278	15.6%	$0	----	$0	----	$24,909,112	14.3%
Cert. Latino American	$18,037,388	14.7%	$5,136,595	17.4%	$736,470	3.5%	$0	----	$0	----	$23,910,454	13.8%
Cert. Non-Minority	$17,483,032	14.2%	$1,941,786	6.6%	$2,248,890	10.5%	$0	----	$0	----	$21,673,708	12.5%
Non-Minority	$59,934,781	48.8%	$16,894,815	57.3%	$12,362,434	58.0%	$0	----	$0	----	$89,192,030	51.4%
Total	$122,816,229	100.0%	$29,509,650	100.0%	$21,320,352	100.0%	$0	----	$0	----	$173,646,232	100.0%

0

Sub Payment

	Construction		A&E		Professional Services		Purchasing		Telecommunication		All Industries	
	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent	Payment	Percent
Cert. African America	$33,386,765	12.9%	$3,381,640	7.3%	$4,026,726	21.6%	$0	0.0%	$0	----	$40,795,131	12.6%
Cert. Arab American	$0	0.0%	$0	0.0%	$0	0.0%	$0	0.0%	$0	----	$0	0.0%
Cert. Asian American	$31,145,531	12.1%	$10,147,478	21.8%	$2,065,557	11.1%	$295,300	72.0%	$0	----	$43,653,866	13.5%
Cert. Latino American	$33,043,606	12.8%	$6,875,905	14.8%	$845,125	4.5%	$33,500	8.2%	$0	----	$40,798,136	12.6%
Cert. Non-Minority	$26,609,911	10.3%	$4,139,278	8.9%	$915,300	4.9%	$0	0.0%	$0	----	$31,664,489	9.8%
Non-Minority	$133,665,187	51.8%	$21,974,662	47.2%	$10,755,496	57.8%	$81,080	19.8%	$0	----	$166,476,425	51.5%
Total	$257,851,001	100.0%	$46,518,962	100.0%	$18,608,203	100.0%	$409,880	100.0%	$0	----	$323,388,046	100.0%

APPENDIX 3

Departmental Progress towards meeting Mayor's MBE Goals
Prime and Sub Contracts

Data Gathered from January 1998 to February 2001

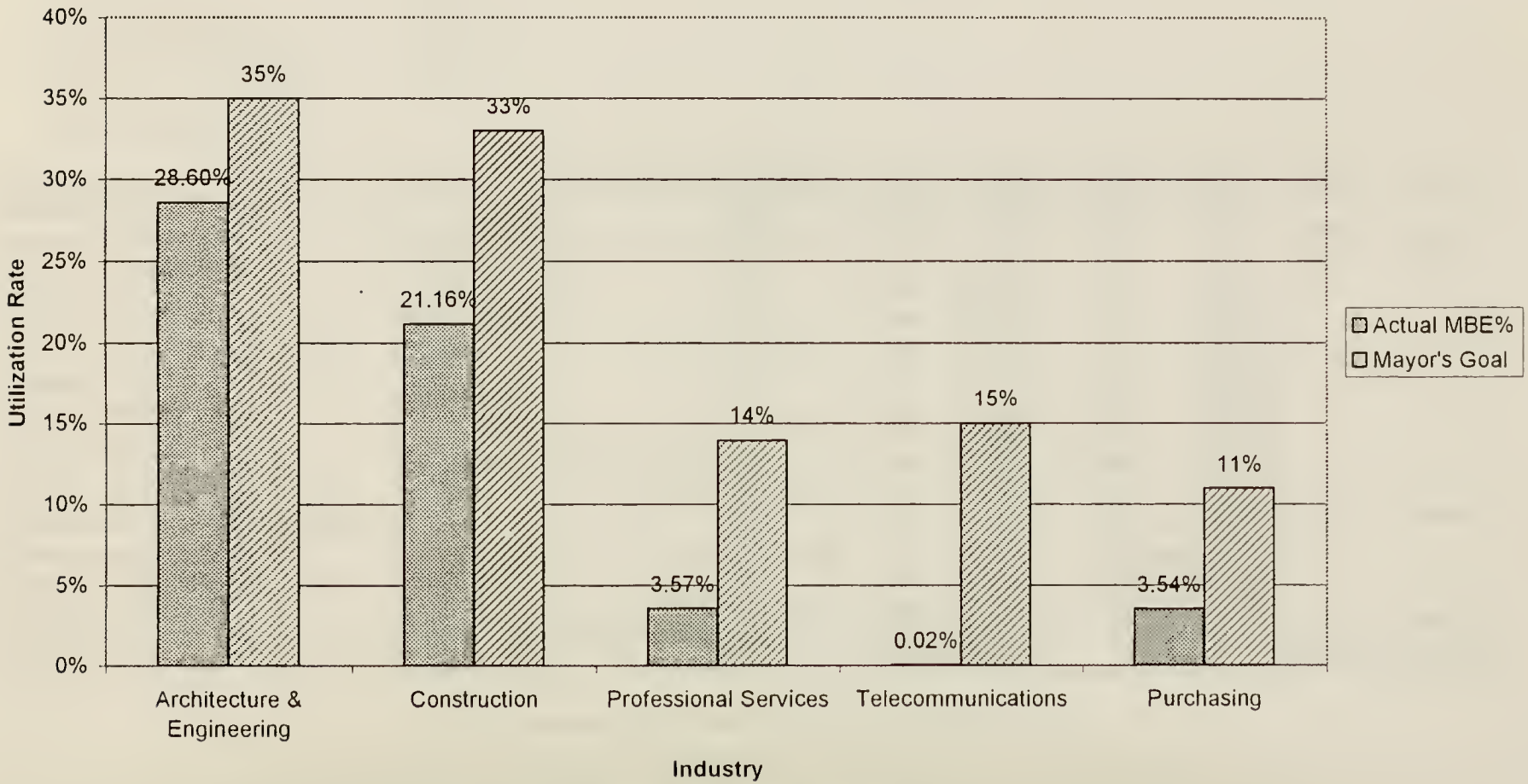
Department	Construction		A&E		Professional Serv		Purchasing		Telecommunications	
	Award	Payment	Award	Payment	Award	Payment	Award	Payment	Award	Payment
Airport Commission	15.49%	11.50%	5.14%	4.50%	4.82%	4.88%	1.01%	0.90%	----	----
Department of Public Transportation	18.45%	0.00%	----	----	0.00%	0.00%	1.07%	1.08%	----	----
Department of Public Works	28.86%	27.72%	31.84%	28.90%	8.34%	15.82%	1.93%	1.93%	----	----
Department of Telecommunications	----	----	----	----	1.21%	0.56%	1.14%	1.19%	0.02%	0.02%
Parking and Traffic Commission	----	----	0.00%	0.00%	0.00%	0.00%	1.19%	1.14%	----	----
Port	26.98%	21.66%	46.37%	----	14.79%	12.94%	1.31%	1.29%	----	----
Public Utilities Commission	37.05%	35.20%	8.61%	9.04%	3.46%	17.91%	1.98%	4.08%	----	----
Office of the City Attorney	----	----	----	----	0.00%	0.00%	2.23%	2.23%	----	----
Department of Human Resources	----	----	----	----	0.00%	0.00%	1.04%	1.00%	----	----
Department of Human Services	----	----	100.00%	100.00%	4.98%	0.08%	11.47%	11.45%	----	----
Department of Health Services	0.00%	0.00%	----	----	4.21%	1.17%	4.09%	4.02%	----	----
Retirement Services	----	----	----	----	0.04%	0.06%	0.93%	3.52%	----	----
Treasurer/Tax Collector	0.00%	0.00%	----	----	0.26%	2.68%	0.21%	0.21%	0.00%	0.00%
Other Departments	4.80%	4.80%	0.00%	0.00%	0.70%	0.13%	4.04%	3.96%	0.00%	0.01%
Department of Purchasing	----	----	----	----	0.00%	0.00%	7.14%	7.05%	----	----
All Departments	24.38%	21.16%	31.53%	28.60%	3.34%	3.57%	3.46%	3.54%	0.02%	0.02%

Major's MBE Goals	
Architecture & Engineering	35%
Construction	33%
Professional Services	14%
Telecommunations	15%
Purchasing	11%

Departmental Progress towards meeting Mayors MBE Goals
Prime and Sub Contracts

Actual MBE% Vs. Mayor's Goal

Data Gathered from January 1998 to February 2001



Departmental Progress towards meeting Mayor's WBE Goals
Prime and Sub Contracts

Data Gathered from January 1998 to February 2001

Department	Construction		A&E		Professional Serv		Purchasing		Telecommunications	
	Award	Payment	Award	Payment	Award	Payment	Award	Payment	Award	Payment
Airport Commission	6.94%	8.20%	5.09%	3.78%	2.58%	3.03%	1.26%	1.15%	----	----
Department of Public Transportation	1.80%	0.00%	----	----	0.00%	0.00%	14.39%	15.20%	----	----
Department of Public Works	3.89%	3.01%	10.99%	10.77%	1.37%	2.29%	1.99%	2.01%	----	----
Department of Telecommunications	----	----	----	----	1.41%	1.95%	0.30%	0.31%	0.13%	0.94%
Parking and Traffic Commission	----	----	0.00%	0.00%	0.00%	0.00%	0.81%	0.80%	----	----
Port	31.21%	18.52%	0.00%	----	10.06%	8.27%	0.49%	0.75%	----	----
Public Utilities Commission	12.74%	17.59%	2.87%	3.01%	2.04%	10.29%	0.73%	1.43%	----	----
Office of the City Attorney	----	----	----	----	0.07%	0.07%	0.00%	0.00%	----	----
Department of Human Resources	----	----	----	----	0.00%	0.00%	0.69%	0.69%	----	----
Department of Human Services	----	----	0.00%	0.00%	3.49%	0.06%	1.61%	1.60%	----	----
Department of Health Services	0.00%	0.00%	----	----	2.69%	1.01%	1.21%	1.21%	----	----
Retirement Services	----	----	----	----	0.00%	0.00%	0.05%	0.04%	----	----
Treasurer/Tax Collector	0.00%	0.00%	----	----	0.09%	0.89%	0.27%	0.27%	0.00%	0.00%
Other Departments	0.07%	0.07%	0.00%	0.00%	0.62%	0.54%	1.81%	2.00%	0.00%	0.00%
Department of Purchasing	----	----	----	----	0.00%	0.00%	2.79%	2.80%	----	----
All Departments	9.04%	9.97%	10.91%	10.68%	1.49%	1.86%	2.57%	2.89%	0.09%	0.81%

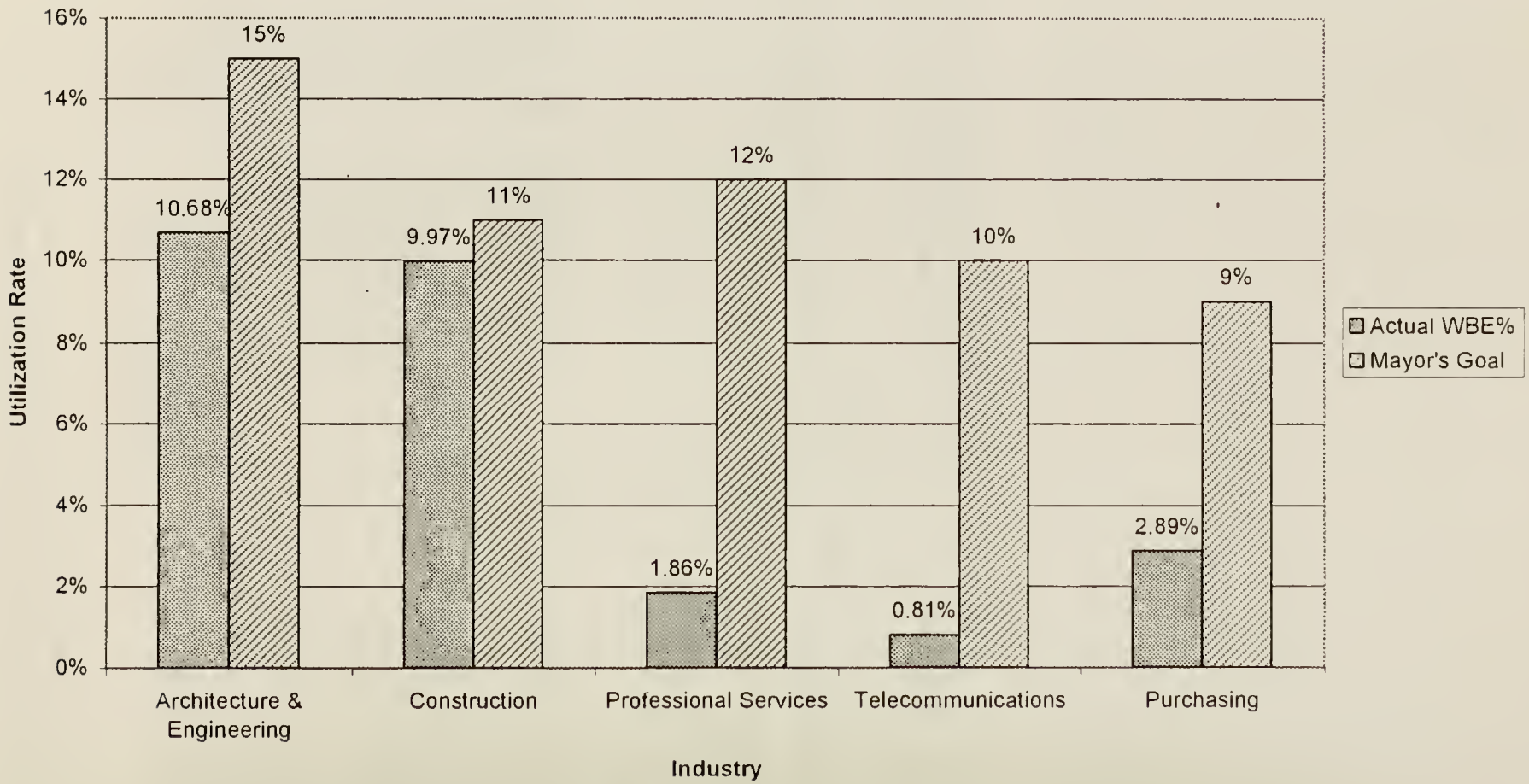
Major's WBE Goals

Architecture & Engineering	15%
Construction	11%
Professional Services	12%
Telecommunications	10%
Purchasing	9%

Departmental Progress towards meeting Mayors WBE Goals
Prime and Sub Contracts

Actual WBE% Vs. Mayor's Goal

Data Gathered from January 1998 to February 2001



Contract Summary of Closed Contracts from Selected Departments
January 1998 to February 2001 (Contruction, Architecture & Engineering, Professional Services)

Selected Departments	Number of Contracts	Award Amount	Payment Amount	Award Allocation	Payment Allocation
Airport Commission	68	$24,467,859	$24,444,326	$24,467,859	$24,444,326
Department Of Public Works	85	$30,748,674	$33,241,866	$30,748,674	$33,135,071
Human Resources	11	$0	$15,596,712	$0	$1,288,417
Parking And Traffic Commission	2	$9,105,000	$436,536	$9,105,000	$436,536
Port	74	$1,369,392	$1,258,496	$1,369,392	$1,250,057
Public Utilities Commission	22	$5,754,891	$4,789,898	$5,754,891	$4,692,268
Public Utilities: Clean Water	77	$25,463,666	$22,790,500	$25,463,666	$19,957,801
Public Utilities: Hetch Hetchy	9	$3,286,181	$2,816,186	$3,286,181	$2,812,783
Public Utilities: Water Department	47	$7,148,776	$5,592,769	$7,148,776	$5,592,769
Purchasing	1	$0	$53,252	$0	$0
Retirement Services	22	$165,210	$167,585	$165,210	$167,585
Telecommunications & Information Svcs	53	$9,286,982	$9,330,952	$9,286,982	$9,321,493
Grand Total	471	$116,796,630	$120,519,079	$116,796,630	$103,099,107

NOTE:

Award Amount	Sum of all contracts awarded.
Payment Amount	Sum of all payments made by the City.
Award Allocation	Sum of the breakdown of awards made to Prime and Subcontractors. (This sum should equal the Award Amount if the awards are properly allocated.)
Payment Allocation	Sum of the breakdown of payments to both Prime and Subcontractors. (This sum should equal the Payment Amount if the payments are properly allocated.)

Percent of MBE and WBE Award Allocation of Closed Contracts from Selected Departments January 1998 to February 2001 (Construction, Architecture & Engineering, Professional Services)

Primes and Subs

	Minority		Non Minority		Award	% of all Dollars	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$276,700	$2,682,192	$2,084,282	$19,424,685	$24,467,859	11.8%	8.8%
Department Of Public Works	$1,552,841	$5,904,482	$964,321	$22,327,030	$30,748,674	23.0%	4.4%
Human Resources	$0	$0	$0	$0	$0	----	----
Parking And Traffic Commission	$0	$105,000	$0	$9,000,000	$9,105,000	1.2%	0.0%
Port	$157,858	$395,061	$19,575	$733,898	$1,306,392	39.3%	4.5%
Public Utilities Commission	$101,178	$707,238	$56,780	$4,889,695	$5,754,891	13.6%	1.4%
Public Utilities: Clean Water	$823,441	$7,446,672	$5,502,184	$11,691,369	$25,463,666	31.7%	22.4%
Public Utilities: Hetch Hetchy	$51,250	$1,185,671	$192,500	$1,856,760	$3,286,181	37.3%	6.2%
Public Utilities: Water Department	$403,000	$1,597,443	$1,947,378	$3,200,955	$7,148,776	26.6%	28.7%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$165,210	$165,210	0.0%	0.0%
Telecommunications & Information Svcs	$198,025	$125,000	$307,500	$8,656,457	$9,286,982	2.9%	3.8%
Grand Total	$3,564,293	$20,148,758	$11,074,520	$81,946,058	$116,733,630	19.6%	10.3%

Primes

	Minority		Non Minority		Award	% of Prime	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$200,000	$617,686	$374,000	$13,013,232	$14,204,918	5.4%	3.0%
Department Of Public Works	$280,201	$2,911,782	$517,197	$19,145,853	$22,855,033	13.7%	2.6%
Human Resources	$0	$0	$0	$0	$0	----	----
Parking And Traffic Commission	$0	$105,000	$0	$8,262,149	$8,367,149	1.3%	0.0%
Port	$157,858	$395,061	$19,575	$733,898	$1,306,392	39.3%	4.5%
Public Utilities Commission	$4,998	$472,500	$0	$4,874,695	$5,352,193	8.9%	0.0%
Public Utilities: Clean Water	$49,999	$6,327,286	$4,709,284	$10,980,743	$22,067,312	28.8%	21.4%
Public Utilities: Hetch Hetchy	$0	$1,185,671	$0	$1,406,760	$2,592,431	45.7%	0.0%
Public Utilities: Water Department	$0	$1,130,228	$1,716,178	$3,174,955	$6,021,361	18.8%	28.5%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$165,210	$165,210	0.0%	0.0%
Telecommunications & Information Svcs	$198,025	$125,000	$307,500	$8,656,457	$9,286,982	2.9%	3.8%
Grand Total	$891,081	$13,270,213	$7,643,734	$70,413,951	$92,218,980	15.1%	8.5%

Subs

	Minority		Non Minority		Award	% of Sub	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$76,700	$2,064,506	$1,710,282	$6,411,453	$10,262,941	20.7%	16.9%
Department Of Public Works	$1,272,640	$2,992,700	$447,124	$3,181,177	$7,893,641	50.0%	9.7%
Human Resources	$0	$0	$0	$0	$0	----	----
Parking And Traffic Commission	$0	$0	$0	$737,851	$737,851	0.0%	0.0%
Port	$0	$0	$0	$0	$0	----	----
Public Utilities Commission	$96,180	$234,738	$56,780	$15,000	$402,698	76.2%	20.1%
Public Utilities: Clean Water	$773,442	$1,119,386	$792,900	$710,626	$3,396,354	50.0%	29.0%
Public Utilities: Hetch Hetchy	$51,250	$0	$192,500	$450,000	$693,750	5.5%	29.6%
Public Utilities: Water Department	$403,000	$467,215	$231,200	$26,000	$1,127,415	68.3%	29.4%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$0	$0	----	----
Telecommunications & Information Svcs	$0	$0	$0	$0	$0	----	----
Grand Total	$2,673,212	$6,878,545	$3,430,786	$11,532,107	$24,514,650	36.2%	16.7%

Percent of MBE and WBE Payment Allocation of Closed Contracts from Selected Departments January 1998 to February 2001 (Construction, Architecture & Engineering, Professional Services)

Primes and Subs

	Minority		Non Minority		Payment	% of all Dollars	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$353,640	$2,342,573	$2,808,066	$18,940,047	$24,444,326	10.7%	11.8%
Department Of Public Works	$1,731,934	$5,536,635	$463,540	$25,420,841	$33,152,950	20.6%	2.7%
Human Resources	$0	$0	$0	$1,288,417	$1,288,417	0.0%	0.0%
Parking And Traffic Commission	$0	$104,794	$0	$331,742	$436,536	24.0%	0.0%
Port	$146,494	$419,438	$14,161	$606,965	$1,187,057	44.6%	4.3%
Public Utilities Commission	$492,902	$831,152	$547,827	$2,820,386	$4,692,268	25.6%	14.3%
Public Utilities: Clean Water	$1,470,399	$5,720,328	$4,401,333	$8,365,741	$19,957,801	34.2%	23.9%
Public Utilities: Hetch Hetchy	$35,000	$1,151,228	$122,400	$1,504,155	$2,812,783	41.9%	4.7%
Public Utilities: Water Department	$360,501	$1,402,156	$1,334,984	$2,503,353	$5,600,993	29.9%	25.4%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$167,585	$167,585	0.0%	0.0%
Telecommunications & Information Svcs	$86,446	$41,838	$206,819	$8,986,391	$9,321,493	1.1%	2.5%
Grand Total	$4,677,316	$17,550,141	$9,899,130	$70,935,624	$103,062,210	20.4%	10.7%

Primes

	Minority		Non Minority		Payment	% of Prime	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$280,905	$450,919	$1,043,523	$11,535,375	$13,310,722	5.0%	8.4%
Department Of Public Works	$327,224	$3,326,421	$100,612	$23,028,822	$26,783,078	13.3%	0.7%
Human Resources	$0	$0	$0	$1,288,417	$1,288,417	0.0%	0.0%
Parking And Traffic Commission	$0	$104,794	$0	$331,742	$436,536	24.0%	0.0%
Port	$146,494	$419,438	$13,400	$582,991	$1,162,322	45.5%	4.3%
Public Utilities Commission	$85,958	$484,931	$0	$2,075,976	$2,646,864	20.8%	0.8%
Public Utilities: Clean Water	$49,204	$4,815,164	$3,761,163	$7,317,602	$15,943,133	30.4%	23.7%
Public Utilities: Hetch Hetchy	$0	$1,151,228	$0	$1,089,705	$2,240,933	51.4%	0.0%
Public Utilities: Water Department	$0	$1,025,327	$1,167,664	$2,477,365	$4,670,357	22.0%	25.0%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$167,585	$167,585	0.0%	0.0%
Telecommunications & Information Svcs	$86,446	$41,838	$206,819	$8,986,391	$9,321,493	1.1%	2.5%
Grand Total	$976,230	$11,820,059	$6,293,180	$58,881,971	$77,971,440	16.1%	8.4%

Subs

	Minority		Non Minority		Payment	% of Sub	
Selected Departments	Female	Male	Female	Male	Allocation	MBE%	WBE%
Airport Commission	$72,735	$1,891,654	$1,764,543	$7,404,672	$11,133,604	17.5%	16.0%
Department Of Public Works	$1,404,710	$2,210,214	$362,928	$2,392,019	$6,369,872	51.2%	11.2%
Human Resources	$0	$0	$0	$0	$0	----	----
Parking And Traffic Commission	$0	$0	$0	$0	$0	----	----
Port	$0	$0	$761	$23,974	$24,735	0.0%	3.1%
Public Utilities Commission	$406,945	$346,222	$547,827	$744,411	$2,045,403	31.8%	31.8%
Public Utilities: Clean Water	$1,421,195	$905,164	$640,170	$1,048,140	$4,014,669	49.1%	24.8%
Public Utilities: Hetch Hetchy	$35,000	$0	$122,400	$414,450	$571,850	4.6%	22.9%
Public Utilities: Water Department	$360,501	$376,828	$167,319	$25,988	$930,637	69.5%	27.7%
Purchasing	$0	$0	$0	$0	$0	----	----
Retirement Services	$0	$0	$0	$0	$0	----	----
Telecommunications & Information Svcs	$0	$0	$0	$0	$0	----	----
Grand Total	$3,701,086	$5,730,082	$3,605,949	$12,053,653	$25,090,770	33.9%	18.1%

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

DOCUMENTS DEPT.

MAR 27 2001

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Minutes

Regular Meeting
Thursday, March 8, 2001

Approved 03-22-01

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

ORDER OF BUSINESS

CALL TO ORDER

Commission Chair Saliba-Malouf called the meeting to order at 4:47 p.m.
A quorum was not present.

ROLL CALL

Commissioners Present
Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu (arr. 4:51 p.m.)
Martha Knutzen
Leslie Littleton (arr. 5:27 p.m.)
Theresa Sparks
Charles L. Ward

Commission Excused
Antonio Salazar-Hobson

HRC Staff Present
Virginia M. Harmon, Interim Director, Toni A. Delgado, Commission Secretary, Lome Aseron, Larry Brinkin, Emil DeGuzman, Ron (Kabir) Hypolite, Zula Jones, Nichole Truax, Roel Villacarlos, Pansy Waller, and Melinda Wesley

Guests Present
Catherine Barnes, Deputy City Attorney, Mike Leong, Jonnie Robinson, Mhenaz Saiyed (HRC Intern), Julie Ziedek

Because a quorum was not present, Chair Saliba-Malouf took items on the agenda out of order and began hearing non-action items.

REPORT OF THE CHAIR

Individual Commissioner reports on Community Activities

Commission Chair Saliba-Malouf asked for Commissioner reports from those who attended the Mayor's Crime Summit on Wednesday, March 7. Commissioner Sparks stated that the Summit was interesting and that the initial presentation outlined a philosophical plan. She noted her concerned with regard to law enforcement agencies, who seemed to be on a different page, adding that coordination would be key. Commissioner Sparks stated that the high point of the Summit were the presentations from the focus groups, and the plans that were laid out seemed simple, common sensical, and very doable.

Commissioner Hsu arrived and a quorum was present.

Chair Saliba-Malouf asked if the Summit focused on crime in different parts of the City, or if the focus was broad. Commissioner Dimapilis stated that the focus groups covered particular neighborhoods, but the statistics were Citywide. Commissioner Sparks agreed.

Commission Ward stated that the focus of summit was on violent crimes in the City, how to address the issue, and in fact, there is a possible solution. He was noted that the Director of the Department of Health was present, and that violence was a public health issue. Commissioner Ward was especially interested in hearing reports from focus groups. One suggestion made was those reports be turned over to the district supervisors, and suggested that the Commission take up that issues at a later late.

Commissioner Hsu was happy to hear that the Mayor promised to put more policemen on the street as 'beat police.'

Commissioner Knutzen stated that she was proud of the work that the Human Rights Commission had produced. She stated that the consultant was effective, and that families do not have any of the basic support that they need these days. She added that these needs are human, and that community building should be emphasized at the HRC. She hoped that the HRC have an ongoing role in the implementation of this program.

Commissioner Dimapilis stated that she was proud of the HRC's involvement.

Commissioner reports on California Association of Human Rights Organizations (CAHRO) Conference

Commission Chair Saliba-Malouf stated that she attend the CAHRO reception and felt that the conference was a success. She stated that Dr. Cornell West was inspiring and very congenial. Chair Saliba-Malouf added that CAHRO was grateful for HRC's participation.

Commission Dimapilis stated that she attended the Saturday session of the conference and noted that there were many people from Southern California who are just starting their Human Rights organizations, who shared their trials and tribulations.

Commission Knutzen stated that she participated as a panelist on the LGBTH panel on Thursday. She found it interesting to outline the things that the HRC has done to affect human rights issues of the LGBTH communities, including the economic empowerment hearing. On Saturday, Commissioner Knutzen stated that she attended the Community Organizing panel, which provided her with good ideas about how to organize the HRC's own advisory committees. She then attended the transgender panel, which she felt was extremely effective and very motivating. Commissioner Knutzen stated that all participants decided to join with the California Civil Rights Coalition and create an entity that will be an alliance which would produce a statewide collective response to human rights issues such as safe housing and education.

Commissioner Sparks stated that she attended the reception and commended the Director and Larry Brinkin (HRC Staff) for their work. She participated in the transgender panel on Saturday and added that Marcus Arana (HRC Staff), provided a poignant presentation, which punctuated the movement of transgender issues toward a human rights focus.

Director Harmon thanked the Commissioners for participating in the Conference. She recognized the individual HRC staff members who worked on this conference; Bayard Fong, Ed Ilumin, David Treanor, and Carla Vaughn.

REPORT OF THE DIRECTOR

Discussion of Chapter 12.D.A. March 1, 2001 Quarterly and Annual Reports

Melinda Wesley (HRC Staff) thanked her colleagues Roel Villacarlos and Preston Tom who helped produce the annual and quarterly reports. Ms. Wesley provided a summary of the report (attached) and fielded any questions. No questions were asked.

Director Harmon stated that she is always available to answer any Commissioner questions if any. She added that the Commissioners did not receive the supplement containing the listings of all closed contracts because it is a fairly substantial document, but it is available for review or production if requested.

Commissioner Knutzen stated that the reports are becoming increasingly more clear to understand.

Commissioner Ward asked what the remedy was to ensure prompt departmental reporting. Director Harmon stated that the HRC could find the department in non-compliance and take them to the Board of Supervisors, but noted that the HRC has had ongoing meetings with departments, who are getting better about reporting.

Commissioner Ward asked if any departments are not reporting at all, Director Harmon stated that there are a few departments that do not have access to the system, but most of the major contract awarding authorities have been trained and are reporting.

Discussion Chapter 12.D.A. Waiver Report

Director Harmon presented the 12 D.A. Waiver Report, and informed Commissioners that she would assist anyone with questions regarding waivers, and she would be happy to take note and agendize them for the next meeting.

REGULAR BUSINESS

DISCUSSION AND UPDATE ON THE FOLLOWING ITEMS REGARDING THE ESCALATING VIOLENCE AFFECTING THE AFRICAN AMERICAN AND LATINO COMMUNITIES IN SAN FRANCISCO.

Community Focus Groups

Director Harmon presented the Commissioners with the minutes from the community focus groups. Kabir Hypolite (HRC Staff) presented the topics covered at the Bayview/Hunters Point focus group (attached). Commissioner Ward asked if this was the first time the HRC has conducted community focus groups, and suggested that District Supervisors be invited to the groups. Lome Aseron (HRC Staff) presented the topics covered at the Mission

District focus group (attached). Zula Jones (HRC Staff) presented the topics covered at the Visitation Valley community focus group (attached). Nichole Truax (HRC Staff) presented the topics covered at the Western Addition focus group (attached). Kabir Hypolite and Nichole Truax (HRC Staff) presented the topics covered at the Youth focus group (attached).

Director Harmon assured that these recommendations will be incorporated into the report that the HRC is currently preparing. Commission Chair Saliba-Malouf thanked all members of HRC staff that worked on the focus groups. Commissioner Sparks asked how these focus groups are being incorporated into the Mayor's and the City's program to move forward on this issue. Director Harmon stated that the level of HRC involvement is at this point unknown, but she plans on being very involved.

Task Force
Kabir Hypolite (HRC Staff) informed the Commissioners that the Task Force taking shape. He stated that they have been identifying programs that they feel will have a positive impact in the City. Mr. Hypolite stated that the first Task Force orientation meeting will be on Friday, March 16, 2001, and membership looks like it will be limited to fifteen people. He also distributed a letter to Steve Cava requesting budget information (attached).

Commissioner Dimapilis stated that each focus groups emphasized the need for education, and she wondered if anyone from the Board of Education would be on the Task Force. Mr. Hypolite did not believe that there was a member from the Board of Education.
Commissioner Dimapilis

APPROVAL OF MINUTES
Approval of minutes of Commission Meeting of February 8, 2001
The minutes of the February 8, 2001 were moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

Approval of minutes of Commission Meeting of February 22, 2001
The minutes of the February 8, 2001 were moved (Sparks), seconded (Littleton) and approved (Unanimously).

CIRCULATE GENERAL COMMUNICATIONS FILE
A general communications file was circulated.

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
There was no public comment.

COMMITTEE REPORTS
Lesbian Gay Bisexual Transgender Advisory Committee
No Report.

Employment Committee
Report of the March 1, 2001 Committee Meeting
Pansy Waller stated that the Employment Committee had increased their membership by one member. She stated that the Committee continued to discuss the issue regarding felons, and the relation between the crime and the job duties and responsibilities. Ms. Waller stated that the Elevator Constructors Union also provided the Committee with an update regarding the apprenticeship program, whose criteria will include: being 18 years of age, possessing a high school or GED, and the successful completion of a basic knowledge test and interview. She added that starting pay will be $20.92 per hour, no benefits, for a period of six months.

Ms. Waller suggested that the Commission provide resolutions for the women involved with the creation of the apprenticeship program, as well as for the elevator companies that have agreed to participate in the program (Otis, Empire, Star, Atlas, and Mitsubishi).

Issues Committee
Report of the March 5, 2001 Committee Meeting
Commissioner Sparks stated that four of thirteen members attended the meeting, so a quorum was not present. Instead, a roundtable discussion about different issues, 'profiling' in particular. Commissioner Sparks added that the Committee will be launch a recruiting effort to gain new members.

MBE/WBE/LBE Advisory Committee
Report of the February 28, 2001 Task Force Meeting
Commissioner Dimapilis noted that the Task Force on legal issues on including people with disabilities in contracting goals. She noted that more research is needed, and she had hoped that there would be a larger disability turnout. Director Harmon stated that the HRC will be soliciting supplemental written testimony.

Commissioner Littleton provided a history of the Task Force.

Youth and Education Committee
Report of the April 4, 2001 Committee Meeting
Toni Delgado (HRC Staff) stated that the membership drive was successful, gaining twenty-three new members, thirteen of which are youth. She added that the Committee has also obtained support from a number of youth serving agencies and community based organizations. Ms. Delgado stated that the Committee decided to create a sub-committee consisting of youth only, to generate and complete youth issues and projects. She stated that Cathy Barnes, Deputy City Attorney attended the meeting and provided an overview of the scope, parameters, and responsibilities of Committee members. The Committee discussed the CAHRO conference, keeping youth involved in the governmental process, the Mayor's Crime Summit, and discussed focusing on violence in our community. One of the Committee's youth members provided a presentation on sleep deprivation.

Commissioner Dimapilis added that Ms. Barnes elaborated on the Brown Act and there was much discussion. Commissioner Ward stated that he was impressed with the work that was done to get the Committee and youth together, and that the meeting was well attended and he thought it held a lot of promise for the future if we can keep the youth engaged.

Commissioner Chair Saliba-Malouf offered her congratulations regarding the membership drive, noting that the Committee has made youth membership efforts in the past, to no avail.

COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

Commissioner Knutzen noted that the *New Yorker* has published an article on the HRC's size-weight ordinance, and how people are positively responding to it. Larry Brinkin (HRC Staff) noted that we are also in People magazine.

ADJOURNMENT

The meeting was adjourned at 6:17 p.m.

NEXT MEETING

DATE: March 22, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

SUMMARY OF QUARTERLY AND ANNUAL REPORTS ISSUED MARCH 1, 2001

All City and County of San Francisco (City) departments are required to enter contract data into the Diversity Tracking System (System) which provides detailed information and financial summaries of contracts awarded by the City. The System tracks each departments' progress towards meeting the City's mandate to cure past discrimination in its contracting practices under Chapter 12D.A of the San Francisco Administrative Code. The Human Rights Commission (HRC) is responsible for gathering the information and reporting it via quarterly and annual reports.

The Mayor's MBE/WBE participation goals for fiscal year 2000-2001 were used to gauge departmental performance towards utilizing local MBE/WBE firms. Compared to the previous quarterly report, departmental performance towards meeting the Mayor's goals, as a whole, has slightly increased. For example, the previous report showed that 20.05% of payments made on construction contracts went to MBE firms. This quarter, the percentage has increased to 21.16%. However, the previous report also showed that 13.96% of payments on construction contracts went to WBE firms. This quarter, the percentage has decreased to 9.97%. These changes may be due, in large part, to the improved completeness and accuracy of data in the System.

The quarterly report further includes an analysis of closed contracts[1] for nine major contracting departments (Airport, DPW, Human Resources, DPT, Port, PUC, Purchasing, Retirement Services, Telecommunications & Information). This information allows the City to analyze whether or not, on a contract-by-contract basis, the prime contractor met the MBE/WBE subcontracting requirements (See Supplemental Report). Furthermore, the analysis of closed contracts will show if the awards and payments were properly allocated. This will give a more accurate picture of the actual dollars received by MBEs/WBEs.

Annual analysis of all departmental contract award and payment data for MBE and WBE firms as prime and subcontractors illustrate a continuing need to implement Chapter 12D.A to increase opportunities for local MBE and WBE firms in public contracting.

Departments in general have continued to improve entering accurate and complete data. For example, departments have consistently made progress towards reducing the number of outstanding encumbrances in the System. Notwithstanding, DTIS and HRC continue to facilitate ongoing workshops, provide technical assistance for all the departments' staff and make enhancements to its analysis in order to increase the accuracy and completeness of the annual and quarterly reports.

[1] "Closed Contracts" are contracts identified by the Department as having no further economic activity.

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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

The Mayor's Office and the Human Rights Commission

Crime Summit Community Focus Group
Minutes

Bay View-Hunters Point
Southeast Community Facility
Tuesday, February 27, 2001
6:00 PM to 7:30 PM

Topic: Gun Violence

Crime Prevention & Law Enforcement

- Enforce quality of life laws against loitering to retard open air drug dealing and prostitution
- Police and Housing Authority should not use public housing as crime containment centers
- Hold community meetings in the housing projects to foster community participation
- Duplicate Oakland's vehicle and property seizure policy
- Improve local police station responsiveness and accountability
- Adopt and enforce one strike eviction laws in public housing
- Eliminate selective evictions from public housing policy
- City law enforcement agencies should work with existing faith-based organizations and provide technical assistance and funding
- Improve local police station responsiveness and accountability

Family & Mental Health

- Provide pro-active, 'victim-driven' post traumatic stress and grief counseling programs for communities hit by gun violence
- Conduct more outreach about available social services to isolated communities
- Sponsor community activities that validate youth successes as they progress in school and extra-curricular activities
- Fund and staff child support services for single fathers
- Reduce child support deductions from single father pay checks to maintain work incentives
- Include the faith community in family support efforts
- Co-convene a men's conference that involves churches, agencies, departments, and other family oriented CBOs

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Suite 800
San Francisco
California 94102-6033

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Education

- Enforce truancy laws to reduce unemployment and crime
- Continue summer after school programs during the year
- Develop special small education forums for students needing extra help
- Put young adult drop-outs in small tutorial settings
- Provide additional incentives for kids to go to school such as field trips and internships

Employment Development & Job Opportunity

- Use a Functional Model of crime prevention (i.e. economic) in lieu of traditional punitive approaches that are not working
- Educate ex-offenders about employment rehabilitation and voting rights restoration program and employment in the public and private sector
- Fund job development programs that can vouch for rehabilitated youths
- Establish transitional programs for youth re-entering society after juvenile probation
- Provide jobs for Bay View residents and give jobs to Bay View Hunters Point residents First
- Push welfare to work programs
- Train youth in real life employment situations
- Develop mentor programs in corporate office settings
- Restore the extra curricular activities taken away by Prop 13
- Reopen, fund, and replicate successful vocational programs like the following:
  - Safe Heaven program teaches skills, art, cooking, life skills, and self-esteem
  - The successful $1 million Pilot Program funded by the SF Redevelopment Agency that placed 420 youths from Bay View and Western Addition into local City jobs
  - Slug program
  - Providence Baptist Church and SFUSD mentor program
  - Neighborhood job support programs

Agency Accountability

- Improve service provider accountability
- Provide 1-stop city service shops where local residents can get help
- Decentralize city services to the neighborhoods

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

The Mayor's Office and the Human Rights Commission

Crime Summit Community Focus Group

Minutes
Mission District
Horace Mann Middle School
Friday, March 2, 2001
6:00 PM to 7:00 PM

Topic: Gun Violence

Law Enforcement

- Build a better relationship between the community and the police
- Mission police captains should have a longer tenure
- Take police out of cars and put them closer to the street
- Reduce racial profiling and gang profiling by police
- Create a gang task force of City departments to work with the Esperanza Planning Process
- Make guns less available to youth
- Address criminal activity at ATM machines
- Equal treatment in the court system
- Respect the civil rights of individuals who have been arrested or convicted
- Provide positive rehabilitation for prisoners and former prisoners
- Focus on prevention and action versus expanding the number of laws on the books
- Re-examine the War on Drugs and the tactics used to wage the War on Drugs
- Protection for witnesses of violence, who often become victims of retaliation
- Look into creation of a Muni police division
- Expand efforts regarding the connection between drugs and violence, similar to the Department of Justice
- Re-establish the Police Athletic League
- Re-institute Police-Community Relations Unit

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City Services

- Increase community access to government resources
- Remove the language barrier that many non-English speaking people face in accessing city services
- Establish a community outreach center for those in need of city services
- Reproduce the catalogue of city services located in the Mission District
- Increase services at San Francisco Recreation Park Sites
- Create a mechanism to ensure quality assurances of services in the neighborhood

Education

- Increase after-school/evening Safe Haven programs that offer alternatives to violence for youth
- Emphasize life saving training courses in school (e.g. first aid, dispute resolution)

Media

- Positive examples for youth and families in the media and entertainment industry
- Make media more responsible for its role in fostering violent behavior
- Hold media and entertainment industry accountable for the effects of their portrayals of violence on families and youth

Politics

- More involvement from politicians and the political arena in the community
- Community problems are not being dealt with because of politics

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Crime Summit Community Focus Group

Minutes
Visitation Valley Community
Visitation Valley Community Center
Saturday, February 24, 2001
12:00 PM to 2:00 PM

TOPIC: Gun Violence

LAW ENFORCEMENT:

- The availability of guns in the community and youth accessibility to these guns
- Accessibility of guns on the streets in the Visitation Valley Community (the outside influx of guns)
- The inaccessibility of a police station at Visitation Valley (people in Visitation Valley have access to the Ingleside Police Station)
- The need for more culturally diverse, bilingual speaking police officers
- The lack of coordination and accountability of the San Francisco Law Enforcement Agencies to the community
- The high turnover of police captain destroys relationships in the community
- Community policing practices to return to Visitation Valley (more police walking the beat, getting to know neighbors and neighborhood)
- Culturally sensitive and diversity training for police officers (the Visitation Valley population is made up of approx. 90% minorities)
- Bilingual police officers recruited from Visitation Valley
- Police station at MUNI site in Visitation Valley
- Police presence at 7-11 store at Bayshore
- Community board intervention on issues of neighborhood disputes and crime
- Re-conciliation between victims and those responsible for the crime

CITY SERVICES:

- Increase therapy / mental health services
- Safety measures :
    - lights at bus stops
    - videos at active intersections
    - stop signs at Rutland and Leta
    - Street in front of Eldorado School – make one way street
    - Safer, cleaner parks

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- More mayoral presence
- The lack of government resources
- Better city planning with the community
- Cleaner streets and parks
- More access to bilingual civil servants
- Meet with department heads out in the community:
    - DPW
    - MUNI
    - Recreation and Park
    - Police
    - Library
    - Mayor Office of Children, Youth & Family

EDUCATION and COMMUNITY INVOLVEMENT:

- Improved schools and education (more ESL classes)
- Emphasis on activities for youth
- Youth Academic Achievement awards
- More Prevention Programs, not incarceration
- Increased funding for Beacons and other programs
- Community / neighborhood controls (eg: community watch for safety)
- More culturally diverse activities and understanding among the residents of the community
- Job training classes
- Sub-standard housing
- Executive park: resources to be shared with Visitation Valley residents

MEDIA:

- Access for bilingual speakers to media
- Media play a role in fostering violent and crime

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Crime Summit Community Focus Group
Minutes

Western Addition
Ella Hill Hutch Community Center
Wednesday, February 28, 2001
Topic: Escalating Violence

LAW ENFORCEMENT

- True community policing
    - More police presence
    - Police sensitivity training
    - Hire parent truant officers
    - Residents must hold police accountable by attending community police meetings
- Create local curfews
- Review crime reduction studies in order to implement strategies that have been proven to work
- Victims updated on case and progress/lack of progress of perpetrators
- Reconciliation between the victim and perpetrator
- Police and counselors should look like the community they are serving
- Police and District Attorney should deal aggressively with professional criminals that do not access programs
- Ex-offender programs—have records expunged and gain other rights back
- Exit programs that transition youth who are leaving the juvenile justice system

ECONOMIC DEVELOPMENT

- Job network for youth beginning at age 12
    - Pool of private and public employers that would hire & sponsor youth—the work should be challenging
    - Youth entrepreneurial program
    - Pay youth more than minimum wage
    - Organized by a city agency

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- Create a combined employment/education facility that teaches youth real skills—filling out employment applications, resumes, balancing checkbooks, accessing the Internet, vocational training, etc.
- Programs that address economic issues of fathers—checks garnished for child support

EDUCATION/YOUTH SERVICES

- Early violence identification and outreach to youth. Group with special training should confront families of children in trouble
- Public schools should have youth run anger management, arbitration, mediation, and reconciliation programs
- Violence mediation—community centers that offer workshops on conflict resolution
- Small class sizes for individuals who are at risk of falling through the cracks—many at risk students are intimidated by large class sizes and are more inclined to drop out. Create additional incentives (field trips, internships, etc.) for attendance and success in school
- Educate youth on their rights
- More recreation centers, improve existing facilities, and provide additional funding for these centers
- More after school programs—bring the Midnight Basketball program back
- City agencies/schools must raise expectations of youth, not expect them to fail
- Kids on street corners should be picked up and placed back in school—parents held accountable after 3 pick-ups

COMMUNITY DEVELOPMENT

- De-fund programs that do not work—community should help establish a criteria to measure a program's effectiveness
- City must also stop de-funding programs that do work, instead these programs should have long-term funding
- Community outreach targeting kids on the street that takes place on the street
- Community must learn to trust that youth will be part of the solution
- Participation and input from faith based organizations
- Neighborhood newsletter on crime activity
- Mentoring programs that last
- Community based organizations must learn to work together to maximize outreach and accessibility
- Regular youth rap sessions on violence problems and possible solutions

HOUSING

- Improve subsidized housing conditions
- Use additional resources provided by subsidized housing in order to obtain a list of violent drug dealers and evict serious offenders
- Outside audit of Section 8 housing—people who are not entitled to Section 8 housing are receiving it, which prevents those who really need assistance from obtaining it. This would also help foster stronger community ties

ADDITIONAL ISSUES

- Counseling
    - Grief
    - Victim
    - Youth
    - Family—rebuilding the family structure
- More drop-in centers
- City agencies must coordinate their resources better and have a centralized data base of all programs that is easily accessible
- City representatives that respond to community questions/concerns, provide information on programs, and update the community on special events
- Create public forum/access to media in order to discuss issues pertinent to the community—better media depictions of African Americans
- More community mental health programs
- Men's Summit that addresses fatherhood, crime, health issues, domestic violence, employment, etc.

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The Mayor's Office and the Human Rights Commission

Crime Summit Community Focus Group
Minutes

Youth Focus Group
City Hall
Monday, March 5, 2001
Topic: Gun Violence

Overview

- Youth from different high schools in San Francisco discussed gun violence and crime prevention
- The participants agreed that guns are very accessible in their neighborhoods and that their environment contributes to violence
- The participants split into three groups and came up with five ways the City can help prevent neighborhood crime

Group 1

- MENTORING
  - Peer mentoring
  - Adult mentoring by people from their enviroment who have been through similar experiences, who will provide positive and negative feedback, draw clear boundaries and share stories of how they got out of their situation
  - Positive role models, particularly when they do not receive this from parents

- AFTER SCHOOL PROGRAMS
  - Sports (bikes, basketball, football, soccer, hiking, etc.)
  - Dance
  - Theatre
  - Music
  - Field trips
  - Movies
  - Parties
  - Writing
  - Photography
  - Pottery
  - Art
  - Access to gyms
  - More programs like Safe Haven

- EDUCATION
  - Smaller classes
  - Better learning facilities
  - Make school more flexible
  - More after school programs
  - Youth leader classes
  - Better teachers

- JOB TRAINING
  - Specialized internships
  - Higher pay than minimum wage ($8 an hour)
  - Kids actually get to shadow people in jobs they want

- STOP NEGATIVE MEDIA ATTENTION & STEREOTYPING
  - Media only focuses on bad stuff they do, never the good
  - Give them more trust

Group 2

- MENTORING PROGRAMS
  - Provide more guidance and mentoring for parents and youth
  - Access to positive authority figures (i.e. police, counselors)
  - Anger management programs
  - Peer and adult counseling by experienced individuals
  - Boys and girls clubs
  - After school programs with teacher involvement

- EMPLOYMENT DEVELOPMENT
  - Provide jobs and resources in music, arts, sports, etc.

Group 3

- EDUCATION
  - Open facilities after 6:00 p.m.
  - Make facilities affordable (entertainment, poetry slams)
  - More after school programs offered through the schools
  - More flexible school schedules and requirements

- EMPLOYMENT DEVELOPMENT
  - More employment opportunities for youth
  - Expose kids to honest work environments at an earlier age
  - Access to clean, positive environments

- CRIME
  - No more police on the streets
  - Reduce hate crimes

- Address ethics within police and security forces

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Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

March 8, 2001

Mr. Steve Kava
Deputy Chief of Staff
401 Van Ness Ave., Room 288

RE: Task Force on the Allocation of City Resources to Underserved & Economically Challenged Communities in San Francisco

Dear Mr. Kava:

Pursuant to Human Rights Commission resolution adopted on February 8, 20001, the Commission has formed the above entitled Task Force to oversee and advocate for the allocation of City resources to fund social programs within underserved and economically challenged communities of San Francisco. The key focus of the Task Force (hereinafter referred to as the 'UECC Task Force') will be on budget proposals from the following City departments, Commissions, and Mayor's Offices:

Art Commission	Dept. Public Health	Dept. Public Works
Dept. Recreation and Parks	District Attorney's Office	Juvenile Probation Dept.
Office of Criminal Justice	Office of Neighborhood Services	Office of Housing
Office of Homelessness	Public Housing Authority	Public Utilities Commission
SF Police Dept.	SF Public Housing Authority	SF Public Utilities Commission
SF Redevelopment Agency	SF School Unified District	

In order to proceed with their responsibilities, the Task Force members will need to obtain and review City department budget proposals by no later than March 21, 2001. Please forward copies of the budget proposals for the offices, authorities, departments and other offices above to me at the Human Rights Commission, 25 Van Ness Ave., 8th Fl. San Francisco, CA 94102.

Of course, if you have any questions regarding this matter please do not hesitate to contact me directly at 252-2511.

Very truly yours,

Kabir Hypolite
Contract Compliance Officer I

Cc: Virginia Harmon
Interim Executive Director

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

Regular Meeting Agenda

Thursday, March 22, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

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ROSTER OF COMMISSIONERS

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Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

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Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of March 8, 2001
   [➲Action Item ☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
   [◎Discussion Item ☆]
   b. Discussion of Commissioner Committee Assignments
   [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Discussion of Commission Staff involvement with AIDS Legal Referral Panel (ALRP) housing forum
   [◎Discussion ➲Action Item ☆☆]

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8. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Approval of letters to District Supervisors regarding Crime Summit Focus Group minutes
      [◎Discussion ➲Action Item ☆☆☆]
   b. Task Force Meeting of March 16, 2001
      [◎Discussion Item ☆]

9. Discussion and approval of HRC resolution commending the women and elevator companies involved in creating and participating in the Elevator Apprenticeship Program.
   [◎Discussion ➲Action Item ☆☆]

10. COMMITTEE REPORTS

   a. Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Co Chair
      Commissioner Theresa Sparks, Co Chair
      Larry Brinkin, Committee Staff

      i. Report of the March 20, 2001 Committee Meeting
         [◎Discussion Item ☆]

         NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 17, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b. Employment Committee
      Commissioner Larry Lee, Chair
      Commissioner Wilfred Hsu
      Pansy Waller, Committee Staff

      i. No Report.

         NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 5, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

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c. Issues Committee
Commissioner Leslie Littleton, Co Chair
Commissioner Theresa Sparks, Co Chair
Emil DeGuzman, Committee Staff

i. No Report.

NOTE: *The next meeting of the Issues Committee will be held on Monday, April 2, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

i. Report of the March 21, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 18, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Charles L. Ward, Co Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, April 4, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

CLOSED SESSION

11. EXECUTIVE SESSION
a. Vote on whether to hold closed session to confer with Legal Counsel
[➲Action Item ☆☆☆]

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b. Closed Session to discuss settlement of litigation matters pursuant to subdivision (a) of California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b):

IN RE: To develop guidelines for Interim Director Virginia Harmon for Pay-For-Performance Program

12. RECONVENE IN OPEN SESSION
   a. Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
   [➲Action Item ☆☆☆]
   b. Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
   [➲Action Item ☆☆☆]

RETURN TO REGULAR BUSINESS

13. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

14. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, APRIL 12, 2001

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Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

AMENDED 03-19-01
See Items #11.a and 11.b

Regular Meeting Agenda

Thursday, March 22, 2001
4:30 p.m.
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   b. Task Force Meeting of March 16, 2001
      [◎Discussion Item ☆]

9. Discussion and approval of HRC resolution commending the women and elevator companies involved in creating and participating in the Elevator Apprenticeship Program.
   [◎Discussion ➲Action Item ☆☆]

10. COMMITTEE REPORTS

   a. Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Co Chair
      Commissioner Theresa Sparks, Co Chair
      Larry Brinkin, Committee Staff

      i. Report of the March 20, 2001 Committee Meeting
         [◎Discussion Item ☆]

         NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 17, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b. Employment Committee
      Commissioner Larry Lee, Chair
      Commissioner Wilfred Hsu
      Pansy Waller, Committee Staff

      i. No Report.

         NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 5, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

AMENDED 03-19-01

c. Issues Committee
Commissioner Leslie Littleton, Co Chair
Commissioner Theresa Sparks, Co Chair
Emil DeGuzman, Committee Staff

i. No Report.

NOTE: *The next meeting of the Issues Committee will be held on Monday, April 2, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Leslie Littleton, Co Chair
Romulus Asenloo, Committee Staff

i. Report of the March 21, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 18, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Co Chair
Commissioner Charles L. Ward, Co Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, April 4, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

CLOSED SESSION

11. EXECUTIVE SESSION
a. Vote on whether to hold closed session to confer with Legal Counsel <u>to evaluate a City employee</u>
[➲Action Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

AMENDED 03-19-01

b. Closed Session to ~~discuss settlement of litigation matters~~ to evaluate a City employee pursuant to subdivision (a) of California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b):

IN RE: To develop guidelines for Interim Director Virginia Harmon for Pay-For-Performance Program

12. RECONVENE IN OPEN SESSION
    a. Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
    [➲Action Item ☆☆☆]
    b. Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
    [➲Action Item ☆☆☆]

RETURN TO REGULAR BUSINESS

13. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

14. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, APRIL 12, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

AMENDED 03-19-01

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

COMMISSIONERS

Ghada Saliba-Malouf
Chair

Larry Lee
Vice-Chair

Shirley Dimapilis

Wilfred Hsu

Martha Knutzen

Leslie D. Littleton

Antonio Salazar-Hobson

Theresa Sparks

Charles L. Ward

DRAFT

March 22, 2001

Honorable Members of the Board of Supervisors
City Hall-Room 244
#1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Dear Honorable Members of the Board of Supervisors:

Over the past six weeks, the Human Rights Commission staff conducted several Community Focus Groups in cooperation with the Mayor's Office to discuss the issue of escalating gun violence affecting the African American and Latino communities in San Francisco. The communities' comments and recommendations are insightful and should inform the development of policy and solutions regarding this important issue.

Enclosed please find the minutes from the Community Focus Groups. Various community leaders, residents and business owners have requested that we forward these minutes to you for your review and consideration.

If you have any questions or would like additional information about the work that the Human Rights Commission is doing on this issue, please do not hesitate to call Virginia Harmon at (415) 252-2511.

Sincerely,

Ghada Saliba-Malouf
Chair

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Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

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Minutes

Regular Meeting
Thursday, March 22, 2001

DRAFT VERSION

ROSTER OF COMMISSIONERS
Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

ORDER OF BUSINESS

CALL TO ORDER
Commission Chair Saliba-Malouf called the meeting to order at 4:41 p.m.
A quorum was present.

ROLL CALL
Commissioners Present
Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu (arr. 4:52 p.m.)
Martha Knutzen
Leslie Littleton (arr. 4:43 p.m.)
Theresa Sparks
Charles L. Ward

Commission Excused
Antonio Salazar-Hobson

HRC Staff Present
Virginia M. Harmon, Interim Director, Toni A. Delgado, Commission Secretary, Larry Brinkin, Ed Ilumin, Zula Jones, and Pansy Waller

Guests Present
Catherine Barnes, Deputy City Attorney, Jonnie Robinson, Mhenaz Saiyed (HRC Intern)

APPROVAL OF MINUTES
The minutes of the March 8, 2001 were moved (Dimapilis), seconded (Lee) and approved (Unanimously).

CIRCULATE GENERAL COMMUNICATIONS FILE
No general communications file was circulated.

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
There was no public comment.

REPORT OF THE CHAIR
Individual Commissioner reports on Community Activities
No reports.

Discussion of Commissioner Committee Assignments
Chair Saliba-Malouf stated that since there were newly recruited Committee members as well as new Commission members, it was appropriate to rotate some Commissioner Committee members. Chair Saliba-Malouf appointed Commissioners as follows:

Committee	Committee Chair	Committee Vice-Chair
Issues	Commissioner Sparks	None
Youth & Education	Commissioner Dimapilis	Commissioner Ward
Employment	Commissioner Lee	Commissioner Hsu
LGBT	Commissioner Knutzen	Commissioner Sparks
M/W/LBE	Commissioner Ward	Commissioner Dimapilis

Chair Saliba-Malouf noted that due to time constraints of her professional responsibilities, Commissioner Littleton would no longer be participating in M/W/LBE Committee. Chair Saliba-Malouf thanked Commissioner Littleton for her time and contributions to the Committee.

Committee Littleton stated that she would still be working with the Committee on disability issues.

REPORT OF THE DIRECTOR
Discussion of Commission Staff involvement with AIDS Legal Referral Panel (ALRP) housing forum
Director Harmon introduced Ed Ilumin (HRC Staff). Mr. Ilumin stated that the HRC has worked with the ALRP for over fifteen years, enforcing San Francisco police codes 33 and 38. Mr. Ilumin stated that the ALRP invited the HRC to a forum to discuss HIV and how it affects the area of housing. The forum will take place on the 31st of March at the San Francisco Main Library. Other departments that are participating in the forum include the Redevelopment Agency, the Department of Public Health, San Francisco Planning Council, the Mayor's Office of Housing, and the Mayor's Office of Community Development. Mr. Ilumin invited any or all Commissioners to participate.

REGULAR BUSINESS

DISCUSSION AND APPROVAL OF HRC RESOLUTION COMMENDING THE WOMEN AND ELEVATOR COMPANIES INVOLVED IN CREATING AND PARTICIPATING IN THE ELEVATOR APPRENTICESHIP PROGRAM.
Director Harmon introduced Pansy Waller (HRC Staff), who presented the letter (attached) to the Commissioners. Approval of the letter was moved (Sparks) and seconded (Ward). Commissioner Knutzen as that the letter be copied to Assemblywoman Migden's office. Commissioner Lee thanked everyone for their hard work with regard to this issue. Chair Saliba-Malouf also thanked Ms. Jonnie Robinson for her involvement with this issue. With the above-mentioned changes, the letter was approved (Unanimously).

DISCUSSION AND UPDATE ON THE FOLLOWING ITEMS REGARDING THE ESCALATING VIOLENCE AFFECTING THE AFRICAN AMERICAN AND LATINO COMMUNITIES IN SAN FRANCISCO.

Approval of letters to District Supervisors regarding Crime Summit Focus Group minutes
Director Harmon presented the letter to the Board of Supervisors. The letter was moved (Dimapilis), seconded (Littleton) and approved (Unanimously).

Task Force Meeting of March 16, 2001
Director Harmon introduced Zula Jones (HRC Staff), who provided the Commissioners with a report of the Task Force meeting. Ms. Jones stated the first meeting of the Task Force was wonderful. At the first meeting, members of the Task Force were provided with a welcome letter, a copy of Chapter 12.A., minutes of Commission meetings/hearings and focus groups, as well as guidelines. The members came to consensus about what they envision for the Task Force. The three main areas were: more programs with longer hours, programs that provide opportunities for employment, and that the HRC explore more opportunities for apprenticeship programs. The Task Force decided to meet bi-monthly, beginning on March 30th.

Commissioner Knutzen asked for a list of Task Force members.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee
Report of the March 20, 2001 Committee Meeting
Commissioner Sparks stated that there were many speakers, and the primary focus was discriminatory practices of medical care within California prisons. Commissioner Sparks stated that there are two Assembly Bills being introduced and hopes that the HRC will draft a letter in support of those bills. The first bill is a compassionate release for prisoners who have less than six months to live and the second is an audit and certification system for prisons who deal with medical care. Commissioner Sparks noted that the Committee also spoke about the Economic Empowerment recommendations and that the Committee will be putting together a matrix of action items that it will pursue with regard to the report. Commissioner Sparks noted that nine new members were appointed, bringing the member total twenty-one, and the Committee is considering two other members. Commissioner Sparks stated that on Tuesday, April 3rd, the Committee is holding a new member orientation and is scheduling a retreat some time in May.

Commissioner Knutzen added that the Committee approved a letter and would be presenting the letter to the Commission at the next Commission meeting. Commissioner Knutzen added that the Committee is also very interested in the issues raised at the Mayor's Crime Summit.

Chair Saliba-Malouf encouraged all Committee Chairpersons to hold an orientation/retreat for new Committee members.

Employment Committee
No Report.

Issues Committee
No Report.

MBE/WBE/LBE Advisory Committee
Report of the March 21, 2001 Committee Meeting
Commissioner Ward stated that he would defer his report until the minutes of the meeting are drafted.

Youth and Education Committee
No Report.

CLOSED SESSION

EXECUTIVE SESSION
Vote on whether to hold closed session to confer with Legal Counsel to evaluate a City employee

> Closed Session to evaluate a City employee pursuant to subdivision (a) of California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b):
>
> IN RE: To develop guidelines for Interim Director Virginia Harmon for Pay-For-Performance Program

A vote to hold closed session to confer with Legal Counsel to evaluate a City employee was moved (Dimapilis), seconded (Littleton), and approved (Unanimously).

At 5:09 p.m., Chair Saliba-Malouf invited the public to leave the room and the Commission went into closed session. Members present in closed session (other than Commissioners) were Deputy City Attorney Catherine Barnes, Interim Director Harmon, and Commission Secretary Toni A. Delgado.

RECONVENE IN OPEN SESSION
Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
The Commission reconvened in open session at 6:07 p.m.

Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
A vote to not disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12 was moved (Knutzen), seconded (Dimapilis), and approved (Unanimously).

RETURN TO REGULAR BUSINESS

COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

Commissioner Knutzen asked that the staff draft a code of conduct for Commissioners, with reference to the Board of Supervisors amended resolution 151-01 "Standards of Conduct for City Commissioners (attached)."

ADJOURNMENT

Chair Saliba-Malouf noted that this will be her last Commission meeting before maternity leave and that she will try to be back as soon as possible.

The meeting was adjourned at 6:11 p.m. in memory of Robert Burton, City College Board of Trustees.

NEXT MEETING

DATE: April 12, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

March 22, 2001

Dear Members of the Employment Committee:

At the Commission meeting of March 8th, Pansy Waller reported that the Division of Apprenticeship Standards is expected to approve the long awaited apprenticeship program for elevator constructor workers.

On behalf of the Commissioners, I would like to express our thanks and appreciation in advance to the Employment Committee for its time, effort and dedication in studying and working with the women elevator constructors, the International Union of Elevator Constructors, Local Union No. 8 and the representatives of the elevator companies.

The Employment Committee issued a report outlining the under-representation of women workers in the elevator industry. In December 1997, the Commission formally adopted the conclusions and recommendations that are further outlined in detail below:

1. Women have been historically underutilized in the elevator industry, which has had an adverse impact on the participation of women workers on City contracts. To address such disparity special emphasis must be placed on the recruitment and hiring of interested, qualified women who are San Francisco residents.
2. The Commission supports increasing the goal for women workers from 10% to 20% based on interest and availability.
3. In addition to the recommendations contained in the reports, the Commission recommends that elevator companies include both short range and long range plans on how they will increase the participation of women workers as part of their bid submittal for City work. The awarding agency would then take these plans into consideration in the award of the contract.

In addition to the reports, City departments were notified, informing them of the Commission's action. The International Union of Elevator Constructors, Local Union No. 8 informed all elevator companies doing business with Local No. 8 of the Commission's report. Local No. 8 recommended that companies develop both short and long range plans to increase the participation of women workers as well as to become in compliance with the recommendations in the report. Also, representatives of the women elevator workers were put in contact with Assemblywoman Carole Migden's office regarding a proposal to develop legislation to require elevator unions to institute formal apprenticeship standards in conformity with other construction trades.

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The Committee provided an important opportunity for community involvement and the exploration of establishing an apprenticeship program for elevator constructors. The Committee made a conscious effort to present all sides of the issue fairly prior to taking a stand, inviting speakers to present the opposing points of view.

Once again, for all of your involvement and dedication toward this endeavor, I want to thank you, the members of the Employment Committee, for your contribution towards establishing an apprenticeship program in the State of California.

Sincerely,

Ghada Saliba-Malouf
Chair of the Commission

Cc: Virginia Harmon, Interim Director, HRC
Cc: Frank Anderson, CCO II, HRC
Cc: Pansy P. Waller, Coordinator, HRC
Cc: Mary Gin Starkweather, CCO I, HRC

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

COMMISSIONERS

Ghada Saliba-Malouf
Chair

Larry Lee
Vice-Chair

Shirley Dimapilis

Wilfred Hsu

Martha Knutzen

Leslie D. Littleton

Antonio Salazar-Hobson

Theresa Sparks

Charles L. Ward

DRAFT

March 22, 2001

Honorable Members of the Board of Supervisors
City Hall-Room 244
#1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Dear Honorable Members of the Board of Supervisors:

Over the past six weeks, the Human Rights Commission staff conducted several Community Focus Groups in cooperation with the Mayor's Office to discuss the issue of escalating gun violence affecting the African American and Latino communities in San Francisco. The communities' comments and recommendations are insightful and should inform the development of policy and solutions regarding this important issue.

Enclosed please find the minutes from the Community Focus Groups. Various community leaders, residents and business owners have requested that we forward these minutes to you for your review and consideration.

If you have any questions or would like additional information about the work that the Human Rights Commission is doing on this issue, please do not hesitate to call Virginia Harmon at (415) 252-2511.

Sincerely,

Ghada Saliba-Malouf
Chair

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California 94102-6033

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As Amended in Board
2/20/01

FILE NO. 010291

RESOLUTION NO. 151-01

S. F. HUMAN RIGHTS COMMISSION

01 MAR 20 PM 3:04

[Standards of Conduct for City Commissioners]

Resolution urging all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability and further urging all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and further urging all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment .

WHEREAS, Elected City officials, City Department Directors and City Commissioners have the honored duty to serve the Citizens of San Francisco and to diligently and assiduously defend and promote the interests of the public; and

WHEREAS, It is only inevitable when deliberating on matters which affect the City and its Citizens that disagreements should manifest; however, disagreement on issues should illicit deeper reflection and discussion, open and frank dialogue as well as vigorous and substantive debate of issues; and

Supervisors Ammiano, Leno, McGoldrick, Daly, Hall

WHEREAS, It is unbecoming for City officials, City Department Directors and City Commissioners to utilize scheduled public meetings and other public forums with the malicious intent of attacking, defaming and slandering fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and

WHEREAS, The public interest and the welfare of its Citizens are also not served when City officials, City Department Directors and City Commissioners fail to discourage and reprimand individuals who, during the public comment portion of public meetings, issue statements which are disrespectful and disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and

WHEREAS, The public interest and the welfare of its Citizens are also not served when City officials, City Department Directors and City Commissioners fail to discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment rights; be it therefore

RESOLVED, That the Board of Supervisors of the City and County of San Francisco hereby strongly urges all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners and the Board of Supervisors from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability ; and be it

FURTHER RESOLVED, That the Board of Supervisors strongly urges all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and be it

FURTHER RESOLVED, That the Board of Supervisors strongly urges all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general from attempting to exercise their first amendment rights.

SUPERVISOR AMMIANO

City and County of San Francisco

Tails

Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 010291 **Date Passed:**

Resolution urging all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability and further urging all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race ethnic background, religion, gender, age or physical ability; and further urging all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment.

February 20, 2001 Board of Supervisors — SEVERED FROM FOR ADOPTION WITHOUT COMMITTEE REFERENCE AGENDA

February 20, 2001 Board of Supervisors — AMENDED

Ayes: 10 - Ammiano, Daly, Gonzalez, Hall, McGoldrick, Leno, Newsom, Peskin, Sandoval, Yee
Absent: 1 - Maxwell

February 20, 2001 Board of Supervisors — ADOPTED AS AMENDED

Ayes: 10 - Ammiano, Daly, Gonzalez, Hall, McGoldrick, Leno, Newsom, Peskin, Sandoval, Yee
Absent: 1 - Maxwell

File No. 010291

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on February 20, 2001 by the Board of Supervisors of the City and County of San Francisco.

Gloria L. Young
Clerk of the Board

Date Approved

Mayor Willie L. Brown Jr.

March 2, 2001

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter.

Clerk of the Board

File No.
010291

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

Regular Meeting Agenda

Thursday, April 12, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

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For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

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In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

POLICY ON CELL PHONE, PAGERS, AND ELECTRONIC DEVICES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 – 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.us/ethics.

LEGEND:
☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of March 22, 2001
   [➲Action Item ☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
   [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Discussion Chapter 12.D.A. Waiver Report
   [◎Discussion Item ☆☆]
   b. Discussion of proposed rules and regulations implementing the Chapter 12.D.A. Bonding Program
   [◎Discussion Item ☆☆☆]
   c. Discussion and possible approval of letter encouraging the State legislature to adopt A.B. 1649, which would bar employment and housing discrimination against transgender people
   [◎Discussion Item ➲Action Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

8. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Resource Guide
      [◎Discussion Item ☆☆☆]
   b. Task Force Report
      [◎Discussion Item ☆☆☆]

9. Discussion and possible approval of letter to Supervisor Mark Leno regarding the Underserved and Economically Challenged Community (UECC) Task Force
   [◎Discussion ➲Action Item ☆☆]

10. COMMITTEE REPORTS

   a. Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Chair
      Commissioner Theresa Sparks, Vice Chair
      Larry Brinkin, Committee Staff

      i. No Report.
      ii. Discussion and possible approval of letter to Congresswoman Nancy Pelosi asking her to support The Permanent Partners Immigration Act (H.R. 690).
      [◎Discussion Item ➲Action Item ☆☆]

      NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 17, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b. Employment Committee
      Commissioner Larry Lee, Chair
      Commissioner Wilfred Hsu, Vice Chair
      Pansy Waller, Committee Staff

      i. Report of the April 5, 2001 Committee Meeting
      [◎Discussion Item ☆]

      NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 3, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

c. Issues Committee
Commissioner Theresa Sparks, Chair

i. Report of the April 2, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the Issues Committee will be held on Monday, May 7, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Charles Ward, Chair
Commissioner Shirley Dimapilis, Vice Chair
Romulus Asenloo, Committee Staff

i. No Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, April 18, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Chair
Commissioner Charles L. Ward, Vice Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. Report of the April 4, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, May 2, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

11. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

12. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, APRIL 26, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

HUMAN RIGHTS COMMISSION
12D WAIVERS
MARCH 2001

	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
1	Granted	03/09/01	ASAP	DPW	$8,075.00	AGS	Geotechnical Eng.
	REASON: The contractor performed the design work and construction management at Buena Vista Park and is needed to continue the the erosion control critical in preventing the sloughing off of the whole slope in the coming months.						
2	Granted	03/12/01	thru 06/30/01	DPH	$25,300.00	Oxford Instruments Medical Systems	Medical Equipment
	REASON: The vendor is the sole source for specialized lab equipment.						
3	Granted	03/12/01	05/7-9/01	DPT	$2,000.00	Innovative Tranpsort. Concepts	VISSIM Training
	REASON: VISSIM software is available only thru Innovative Transportation and is the only traffic signal modeling computer program available capable of incorporating light rail into the traffic model (as will be used for modeling the Third Street Light Rail.)						
4	Granted	12/01/03	02/28/01	Port/Operations	$7,000.00	Sentry Electric Corp.	Material Purchase
	The vendor is the sole supplier of the light globes and fixtures that can replacethose damaged at the Pier 7 facility.						
5	Granted	03/14/01	02/21/01	DPW	$8,856.00	R. Cunningham & Co.	Construction
	REASON: There is a declared emergency of broken granite pavers along the perimeters of the Main Library which the company will repair.						
6	Granted	03/14/01	02/01/04	SFO	$200,000.00	Penninsula Corridor Joint Powers	Professional Srvc.
	REASON: Sam Trans is a public entity and no other transportation besidese Colma BART is available.						
7	Granted	03/14/01	Pending	MO/Purchasing	$8,820.00	Ford Motor Co.	12 month lease
	REASON: All other sources require a minimum of 24 months--Ford's leasing program is the only one that allows a month-to-month term.						
8	Granted	03/14/01	09/01/03	Arts Commission	$39,900.00	Rocket Science	Personal Services
	REASON: Rocket Science is the original contractor who fabricated and installed the Main Library's art piece, *Constellation*, and they will redesign the lighting system.						

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	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
9	Granted	03/15/01	03/15/01	PUC	$49,000.00	Balanced Scorecard	Professional Srvc.
	REASON: This sole source vendor can provide authorized, in-house, professional services (training) to 40 SFPUC managers and staff.						
10	Granted	03/15/01	12/00 - 11/01	Airport Commission	$35,000.00	Lieb & Associates	Professional Srvc.
	REASON: Lieb & Associates is the original vendor that installed the garage automatic, and complex carbon monoxide monitory system and is the sole contractor specializing in this field.						
11	Granted	03/22/01	02/20/01	DPW	$9,708.00	Syska & Hennessy, Inc	Engineering Srvc.
	REASON: The vendor provided the study and survey for replacement of the War Memorial's South Freight elevator and may now prepare construction documents. They are the sole source of professional liability.						
12	Granted	03/22/01	03/14/01	Rec & Park	$30,000.00	Honeywell, Inc.	Dept. Blanket
	REASON: The vendor is the sole source of maintenance and repair of the proprietary system.						
13	Granted	03/27/01	11/00 - 10/31/01	DPH	$50,000.00	UCSF AIDS Research Institute	Professional Srvc.
	REASON: UCSF staff possess the unique expertise of coordinating HIV activity.						
14	Granted	03/29/01	03/27/01	Art Commission	$25,000.00	Mark Adams	Personal Service
	REASON: Mr. Adams, being the original creator of *Pond in Golden Gate Park*, the tapestry which was stolen while on loan at Moscone Center, is the only person who can make the City another copy.						
15	Granted	03/30/01	03/14/01	Rec & Park	$5,000.00	Forestry Services	Dept. Blanket
	REASON: The specialized life safety equipment used by the Department's tree asssessment personnel can only be purchased from Forestry Services and Ben Meadows.						
16	Granted	03/30/01	03/14/01	Rec & Park	$5,000.00	Ben Meadows	Dept. Blanket
	REASON: The specialized life safety equipment used by the Department's tree asssessment personnel can only be purchased from Ben Meadows and Forestry Services.						

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

April 12, 2001

DRAFT

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Honorable Mark Leno
Chair, Finance Committee
San Francisco Board of Supervisors
401 Van Ness Ave., Room 288
San Francisco, CA 94102

RE: Task Force on the Allocation of City Resources to Underserved & Economically Challenged Communities in San Francisco

Dear Supervsior Leno:

In response to recent neighborhood violence in San Francisco as well as loss of funding from City departments, the Human Rights Commission adopted a resolution on February 8, 2001, forming the above-entitled Task Force (hereinafter referred to as the 'UECC Task Force'). The UECC Task Force advocates for the allocation of City resources to fund social programs within underserved and economically challenged communities of San Francisco as a means of effective long term crime prevention. A key focus is on current budget proposals from the following City departments:

Department of the Environment
Juvenile Probation Department
Mayor's Office of Housing
Mayor's Office of Community Development
Mayor's Office of Neighborhood Services
Mayor's Office of Criminal Justice
Mayor's Office of Homelessness
Public Health Department
Recreation and Parks Department
S F Police Dept.

The Commission and its newly created UECC Task Force applaud your recent call for Town Hall Budget Meetings to be held in each of the City's eleven Supervisorial districts. Your efforts as well as those of other members of the Board of Supervisors to increase public awareness of the City's

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

budgetary process and priorities will strengthen public appreciation and understanding of the importance of the budgetary process.

Please let us know how we can be of assistance to you regarding the fiscal budget for the year 2001-2002. If you have any questions regarding this matter please do not hesitate to contact Human Rights Commission staff member Kabir Hypolite at 252-2522.

Very truly yours,

DRAFT

Ghada Saliba-Malouf
Human Rights Commission Chair

Cc: Honorable Tom Ammiano
Honorable Supervisor Chris Daly
Honorable Supervisor Matt Gonzalez
Honorable Supervisor Tony Hall
Honorable Supervisor Sophie Maxwell
Honorable Supervisor Jake McGoldrick
Honorable Supervisor Gavin Newsom
Honorable Supervisor Aaron Peskin
Honorable Supervisor Gerardo Sandoval
Honorable Supervisor Leland Y. Yee.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

COMMISSIONERS

Ghada Saliba-Malouf
CHAIR

Larry Lee
VICE-CHAIR

Shirley Dimapilis
Julia Globus-Sabori
Wilfred Hsu
Martha Knutzen
Leslie D. Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

April 12, 2001

DRAFT

Congresswoman Nancy Pelosi
2457 Rayburn HOB
Washington, D.C., 20515

Dear Congresswoman Pelosi:

The San Francisco Human Rights Commission ("HRC") is the department of the City and County of San Francisco government that implements and enforces the City's anti-discrimination ordinances. Additionally, we engage in activities and dialogue designed to expand human rights for all people.

We are writing to encourage you and the other members of the House of Representatives to take an active position in favor of the Permanent Partners Immigration Act of 2001 (H.R. 690) introduced by Congressman Jerrold Nadler of New York.

United States immigration policies are purportedly based on the principle of family unification. However, current U.S. laws contain restrictive definitions of family that exclude same-sex partners of U.S. citizens and lawful permanent residents. Because of these exclusions, thousands of same-sex, bi-national couples are torn apart and often live in fear of deportation. H.R. 690 would rectify this inhumane policy by amending the Immigration and Nationality Act to allow U.S. citizens and lawful permanent residents to sponsor their same-sex permanent partners for residence in the United States.

There are currently thirteen other countries that recognize same sex couples for immigration purposes, including Canada, France, and the United Kingdom. Certainly the U.S. should also take similar measures to protect the basic human rights of its own citizens.

The HRC, through implementation of the Equal Benefits Ordinance, has taken great steps to ensure that City contractors provide benefits equally to employees with spouses and those with domestic partners. The HRC, however, fields numerous calls from individuals in San Francisco and throughout California seeking immigration assistance for them and their same-sex partner. With the passage of H.R. 690, the HRC will have another resource by which to inform our constituents of additional protections to which they are entitled under the law.

I hope that we have convinced you of the necessity of this legislation and that you will send a strong message to the United States House of Representatives urging them to pass HR. 690.

Sincerely,

DRAFT

Commissioner Ghada Saliba-Malouf
Chair

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Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

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Minutes

Regular Meeting
Thursday, April 12, 2001

DRAFT VERSION

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

ORDER OF BUSINESS

CALL TO ORDER
Commission Vice-Chair Lee called the meeting to order at 4:41 p.m.

ROLL CALL
Commissioners Present
Larry Lee, *Vice Chair*
Shirley Dimapilis
Martha Knutzen
Theresa Sparks
Charles L. Ward

Commission Excused
Ghada Saliba-Malouf, *Chair*
Wilfred W. Hsu
Leslie Littleton
Antonio Salazar-Hobson

HRC Staff Present
Virginia M. Harmon, Interim Director, Toni A. Delgado, Commission Secretary, Larry Brinkin, Emil De Guzman, Ron (Kabir) Hypolite, Zula Jones, Nichole Truax, and Mary Gin Starkweather

Guests Present
Catherine Barnes, Deputy City Attorney, Jonnie Robinson, Mhenaz Saiyed (HRC Intern)

A quorum was not present.

Since a quorum was not present, action items were passed up and tabled for the next meeting.

APPROVAL OF MINUTES
Approval of minutes of Commission Meeting of March 22, 2001
Since a quorum was not present, this action Item was tabled for the next meeting

CIRCULATE GENERAL COMMUNICATIONS FILE
No general communications file was circulated.

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Dora Ziegler
Dora Zeigler, Citizen and San Francisco resident of fifty years. Ms. Zeigler spoke on behalf of Falun Gong. She stated that it was an exercise for both body and mind, improving both morality and health. She stated that she is calmer and more peaceful since practicing Falun Gong.

Jun Pan
Jun Pan, Citizen and practitioner of Falun Gong. Mr. Pan stated that China's crackdown on Falun Gong has affected its practice in San Francisco. He stated that on October 2nd at approximately 10:00 a.m., while trying to practice Falun Gong in Portsmouth Square in

Chinatown, two Cantonese men used vile language toward him and other practitioners. When Mr. Pan asked the Cantonese men to leave, they physically retaliated, beating he and three other Falun Gong practitioners up. Mr. Pan believes that this retaliation was based on China's crackdown and feels that this retaliation in San Francisco is a violation of basic human rights. He asked that more Americans support human rights and urge the Chinese government to immediately end standoff against the practice of Falun Gong.

Huy Lu
Huy Lu, Citizen and practitioner of Falun Gong. Mr. Lu stated that Falun Gong is an ancient, self-improvement practice, which was first introduced to the general public in 1992. He stated that the core principles of Falun Gong were truthfulness compassion and forbearance. He stated that health and happiness are a natural outcome of Falun Gong. Mr. Lu stated that although San Franciscans can enjoy practicing Falun Gong, people in China are denied this right.

REPORT OF THE DIRECTOR
Discussion Chapter 12.D.A. Waiver Report
Director Harmon presented the 12 D.A. Waiver Report, and informed Commissioners that she would assist anyone with questions regarding waivers, and she would be happy to take note and agendize them for the next meeting.

Discussion of proposed rules and regulations implementing the Chapter 12.D.A. Bonding Program
Director Harmon stated that the HRC is nearing the July 1st implementation date. She provided Commissioners with the draft version of Rules and Regulations which has also been circulated to the Department Heads of major contract awarding authorities. Director Harmon stated that the HRC will be taking these rules and Regulations to the M/W/L/BE Advisory Committee, so they may review these draft Rules and Regulations and hopes to bring them before the Commission for their approval shortly.

Discussion and possible approval of letter encouraging the State legislature to adopt A.B. 1649, which would bar employment and housing discrimination against transgender people
Since a quorum was not present, this action Item was tabled for the next meeting

REGULAR BUSINESS

DISCUSSION AND UPDATE ON THE FOLLOWING ITEMS REGARDING THE ESCALATING VIOLENCE AFFECTING THE AFRICAN AMERICAN AND LATINO COMMUNITIES IN SAN FRANCISCO.
Resource Guide
Nichole Truax (HRC Staff) provided the Commissioners with a copy of the draft Youth Resource Guide which included most of the City funded youth programs. Ms. Truax stated that additions have been made to the resources guide, such as a section that lists the

languages, other than English, that services are provided in, and a section that included the nearest BART and MUNI lines. Ms. Truax stated that after further consideration, the HRC feels that it would be more beneficial to provide one guide that includes all districts so that everyone can utilize services, regardless of districts. Ms. Truax provided the resource guide category breakdown: after-school programs, employment and career programs, health care programs, mental health and substance abuse programs, peer counseling and anger management programs, childcare programs, disabled youth programs, juvenile probation programs, and library and recreation and park facilities. Ms. Truax thanked HRC interns, Mindy, Mhenaz, Helena, and Julie for all of their hard work.

Commissioner Knutzen asked how the Resource guide will be disseminated. MS. Truax stated that a meeting has been scheduled with the Mayor's Office of Neighborhood Services to discuss the best ways to make this guide available, noting that it will also be available in libraries, schools, and police stations. Commissioner Knutzen asked if this information will be available on the internet, and Ms. Truax stated that the HRC hopes to put the Guide on the HRC web site. Ms. Truax noted that when the Guide is completed, it will be presented to the Commission for their approval.

Commissioner Sparks asked if Ms. Truax noticed any duplications or needs in services that might be addressed. Ms. Truax noted that the Task Force plans to evaluate the effectiveness of these programs as the HRC moves forward with the Resource Guide.

Task Force Report

Ron (Kabir) Hypolite (HRC Staff) stated that the Task Force, comprised of seventeen members has been meeting every other Friday. He stated that the next meeting will be on the 20th of this month, with the Director of the Mayor's Office of Community Development. Mr. Hypolite stated that an introductory meeting of the Task Force took place on March 30th. He added that at this meeting, the Task Force reviewed the ways Departments create their budget proposals and met with Chief Probation Officer Jessie Williams, who discussed his department's budget. Mr. Hypolite stated that he has been collecting other City Department budget proposals.

Commissioner Knutzen asked if Mr. Hypolite has asked these Department heads for their suggestions regarding programs, and Mr. Hypolite stated that he has and much information has been exchanged and reviewed. Commissioner Knutzen stated that she would be very interested to know what the content of the open dialogue between the Task Force, Department heads, and the Community, as well as how the HRC can help, assist, or improve existing programs.

Commissioner Sparks asked if the Mayors Office of Criminal Justice is following through with the suggestions from the Crime Summit, and if so, is the HRC coordinating with them? She also asked if the HRC plans to enforce the social element of the Crime Summit recommendations. Mr. Hypolite stated that the Task Force is definitely working on the social elements of the Crime Summit recommendations.

Zula Jones (HRC Staff) stated that the new budget and its shortfall has highlighted the community need for better programs. Ms. Jones stated that the budget deficit will directly affect community programs and the HRC hopes to assist the City and advocate for the community to maintain programs that will be used to deter violence. Ms. Jones stated that in light of the budget deficit, the Task Force is looking to private businesses and federal funds to assist with programs and employment.

DISCUSSION AND POSSIBLE APPROVAL OF LETTER TO SUPERVISOR MARK LENO REGARDING THE UNDERSERVED AND ECONOMICALLY CHALLENGED COMMUNITY (UECC) TASK FORCE
Since a quorum was not present, this action Item was tabled for the next meeting

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee
Discussion and possible approval of letter to Congresswoman Nancy Pelosi asking her to support The Permanent Partners Immigration Act (H.R. 690).
Since a quorum was not present, this action Item was tabled for the next meeting

Employment Committee
Report of the April 5, 2001 Committee Meeting
Mary Gin Starkweather (HRC Staff) provided the Committee report in place of Committee staffer Pansy Waller. Ms. Starkweather stated that a quorum was present and the following issues were discussed: Commissioner Lee presented a memo detailing his concerns regarding diversity in the workforce with City contractors and prevailing wage issues. Ms. Starweather presented computer product vendor report and the Committee discussed the thank you letter regarding women in elevator industries, as well as expressed their desire to create resolutions to these women in the future.

Issues Committee
Report of the April 2, 2001 Committee Meeting
Commissioner Sparks stated that the Committee did not have a quorum and there was discussion about membership, attendance, and reconstitution of the Committee. Commissioner Sparks stated that the Committee will be meeting in May and at that point will have seven members. The Committee members also discussed the issue of 'profiling,' focusing on racial profiling and visited gender profiling as well.

MBE/WBE/LBE Advisory Committee
No Report.

Youth and Education Committee
Report of the April 4, 2001 Committee Meeting
Commissioner Dimapilis stated that the Committee discussed the "A Journey Toward Peace" video which encouraged dialogue about diversity, and if/how to incorporate it in the

public school curriculum. The Committee also talked about finalizing Committee membership.

REPORT OF THE CHAIR

Individual Commissioner reports on Community Activities

Director Harmon informed the Commissioners that Chair Saliba-Malouf gave birth to a baby girl last Friday and hopes that the Commissioners join her in extending congratulations to Chair Saliba-Malouf and her family.

Commissioner Sparks noted that she recently read an article on Assembly Bill 537, which contains strategies and recommendations to end harassment of LGBTH students in public schools. Commissioner Sparks asked the Director to write a letter to the San Francisco public school district and ask what they have done relative to the recommendations and strategies that were suggested in this bill.

COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

Commissioner Ward noted the public comment that was provided at the beginning of the meeting was moving. He stated that since a quorum was not present, interaction with the Commission was not possible, but he did not want these citizens to feel as if they were not heard. He invited the members to come back to the Commission as an agendized item, so the Commission can respond properly. Director Harmon encouraged the Falun Gong members to keep in contact with Emil De Guzman (HRC Staff) regarding being placed on the agenda. Commissioner Sparks asked that other elements of the community be contacted as well to provide a well rounded presentation with regard to this subject.

ADJOURNMENT

The meeting ended at 5:36 p.m.

NEXT MEETING

DATE: April 26, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

Jan received 4/20
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Regular Meeting Agenda

Thursday, April 26, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

DISABILITY ACCESS

The City Hall Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station and the closest Muni Metro station is the Van Ness Station. Accessible MUNI lines serving this location are 42 and 71. There is accessible parking in the vicinity of City Hall, including the Civic Center Underground Garage. The following services are available upon request with 48-hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Carla Vaughn 252-2500 (Voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

POLICY ON CELL PHONE, PAGERS, AND ELECTRONIC DEVICES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 – 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.us/ethics.

LEGEND:
☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of March 22, 2001
      [➲Action Item ☆☆]
   b. Approval of minutes of Commission Meeting of April 12, 2001
      [➲Action Item ☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
      [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Discussion and possible approval of letter to San Francisco School District regarding the implementation of A.B. 537 which prevents discrimination based on sexual orientation and gender identity in public schools.
      [◎Discussion Item ➲Action Item ☆☆]

REGULAR BUSINESS

8. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Task Force Report
      [◎Discussion Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

9. Discussion and possible approval of letter to Supervisor Mark Leno regarding the Underserved and Economically Challenged Community (UECC) Task Force
[◎Discussion ➲Action Item ☆☆]

10. Discussion and possible approval of proposed rules and regulations for new Citywide Bonding and Financial Assistance Program
[◎Discussion ➲Action Item ☆☆]

11. COMMITTEE REPORTS

a. Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Martha Knutzen, Chair
Commissioner Theresa Sparks, Vice Chair
Larry Brinkin, Committee Staff

i. Report of the April 17, 2001 Committee Meeting
[◎Discussion Item ☆]
ii. Discussion and possible approval of letter to Congresswoman Nancy Pelosi asking her to support The Permanent Partners Immigration Act (H.R. 690).
[◎Discussion Item ➲Action Item ☆☆]
iii. Discussion and possible approval of letter to Board of Supervisors asking them to support S.B. 296 which would improve health care for California prisoners.
[◎Discussion Item ➲Action Item ☆☆]

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 15, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

b. Employment Committee
Commissioner Larry Lee, Chair
Commissioner Wilfred Hsu, Vice Chair
Pansy Waller, Committee Staff

i. No Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 3, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

c. Issues Committee
Commissioner Theresa Sparks, Chair

i. No Report.

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

NOTE: *The next meeting of the Issues Committee will be held on Monday, May 7, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

d. MBE/WBE/LBE Advisory Committee
Commissioner Charles Ward, Chair
Commissioner Shirley Dimapilis, Vice Chair
Romulus Asenloo, Committee Staff

i. Report of the April 18, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, May 16, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Chair
Commissioner Charles L. Ward, Vice Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, May 2, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

12. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

13. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, MAY 10, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
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City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

DRAFT

April 26, 2001

COMMISSIONERS

Ghada Saliba-Malouf
Chair

Larry Lee
Vice-Chair

Shirley Dimapilis

Wilfred Hsu

Martha Knutzen

Leslie D. Littleton

Antonio Salazar-Hobson

Theresa Sparks

Charles L. Ward

Honorable Jill Wynns, President
Arlene Ackerman, Superintendent
San Francisco Board of Education
555 Franklin Street, Room 106
San Francisco, CA 94102

Dear Commissioner Wynns and Superintendent Ackerman:

The Human Rights Commission is the department of the City and County of San Francisco that implements and enforces the City's anti-discrimination ordinances. Part of our efforts in doing so is ensuring that the rights of lesbian, gay, bisexual, and transgender people are protected in San Francisco.

In 1996, the Human Rights Commission and the Youth Commission co-sponsored a historic public hearing on the needs of lesbian, gay, bisexual, transgender, and questioning youth. A significant portion of the hearing and the subsequent hearing report was devoted to problems the speakers identified in the San Francisco Unified School District, in which the speakers indicated that homophobia and transphobia were present among administrators, faculty, and students.

As the attached letter from State Superintendent Delaine Eastin indicates, Assembly Bill 537 became law in California in January 2000. This law requires school districts throughout the state to take steps to eliminate harassment, discrimination and hate-motivated behavior directed at students who may be, or are perceived to be, lesbian, gay, bisexual, or transgender. Specifically, districts were to examine school policies, resource development, training, and student support services for compliance.

25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033

TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
www.ci.sf.ca.us/sfhumanrights

The Human Rights Commission would like to invite you and/or your representative to be present at a regular Commission meeting to report on the SFUSD's compliance with AB 537. We are interested in what progress has been made so far, what challenges or problems have been identified, and how the Commission can be supportive in your efforts. We would also appreciate a written response.

Our meetings are held on the second and fourth Thursdays of each month at 4:30 p.m. at City Hall Room 416. We would appreciate your calling Director Virginia Harmon at 252-2511 or Commission Secretary Toni Delgado at 252-2502 to schedule an appearance before the Human Rights Commission.

Thank you for your cooperation, and we look forward to hearing from you in the near future.

Sincerely,

Ghada Saliba-Malouf
Chair

Attachment

CALIFORNIA DEPARTMENT OF EDUCATION
721 Capitol Mall
Sacramento
CA 95814
Phone: (916) 657-4766
Fax: (916) 657-4975

DELAINE EASTIN
State Superintendent of Public Instruction

April 5, 2001

Dear County and District Superintendents:

Attention: School Safety and Violence Prevention Program Coordinators:

The California Student Safety and Violence Prevention Act of 2000 (Assembly Bill 537)
Chapter 2, Article 3, Sections 200 and 220 and
Chapter 4.5, Article 1, Sections 366251 and 66270
of the California *Education Code*

In January 2000, Assembly Bill (AB) 537, the California Student Safety and Violence Prevention Act of 2000 became law in California. AB 537 amended the Equity in Education Act in the California *Education Code* to prohibit harassment and discrimination on the basis of actual or perceived sexual orientation and to include a more expansive definition of gender. This was done by adding the bases used in the prohibition of hate crimes to those prohibited bases of discrimination in the *Education Code*.

Education Code section 220 now reads:

> *No person shall be subjected to discrimination on the basis of sex, ethnic group identification, race, national origin, religion, color, mental or physical disability or any basis that is contained in the prohibition of hate crimes set forth in subdivision (a) of Section 422.6 of the Penal Code in any program or activity conducted by an educational institution that receives, or benefits from state financial assistance or enrolls pupils who receive state student financial aid.*

The intent of the California Student Safety and Violence Protection Act is to reduce or eliminate incidents of harassment, discrimination, and hate-motivated behavior specifically directed at students who may be or are perceived to be gay, lesbian, bisexual, or transgender individuals. Compliance with this act in the areas of school policies, resource development, training, and student support services is critical to provide all our students and staff with safe and secure learning environments.

I appointed an AB 537 Advisory Task Force that represents educators and experts from throughout California. The Task Force developed recommendations to provide guidance and strategies for the California Department of Education and our schools to address the intent of

AB 537. The publication of the AB 537 Task Force report and recommendations will be released to all schools for the 2001-2002 school year.

Additionally, the State Board of Education will soon issue a revised *California Code of Regulations, Title 5, Education, Nondiscrimination and Educational Equity.*

In the interim, please review your local policies, complaint processes, training, available resources, and student services to assure that they are conducted or offered in a manner that is free of inadvertent or intentional bias. Please inform all students, staff members, and parents in your community about the new law and its protections. If you have further questions about this law, its intent, and your responsibilities pertaining to this law, please feel free to contact Safe Schools and Violence Prevention Office at (916) 323-2183.

In your capacity as Superintendent, you have been entrusted with one of the most important responsibilities in government: ensuring that our young people receive the opportunity to develop into healthy and productive adults. Your strong leadership in this matter is critically important if we are to ensure all our children the right to a safe and respectful learning environment while they are in our care.

Sincerely,

DELAINE EASTIN
State Superintendent of Public Instruction

DE:mw

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
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COMMISSIONERS

Ghada Saliba-Malouf
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Antonio Salazar-Hobson

Theresa Sparks

Charles L. Ward

April 26, 2001

DRAFT

Honorable Supervisor Mark Leno
Chair, Finance Committee
San Francisco Board of Supervisors
401 Van Ness Ave., Room 288
San Francisco, CA 94102

RE: Task Force on the Allocation of City Resources to Underserved & Economically Challenged Communities in San Francisco

Dear Supervisor Leno:

In response to recent neighborhood violence in San Francisco as well as loss of funding from City departments, the Human Rights Commission adopted a resolution on February 8, 2001, forming the above-entitled Task Force (hereinafter referred to as the 'UECC Task Force'). The UECC Task Force advocates for the allocation of City resources to fund social programs within underserved and economically challenged communities of San Francisco as a means of effective long term crime prevention. A key focus is on current budget proposals from the following City departments:

Department of the Environment
Juvenile Probation Department
Mayor's Office of Housing
Mayor's Office of Community Development
Mayor's Office of Neighborhood Services
Mayor's Office of Criminal Justice
Mayor's Office of Homelessness
Public Health Department
Recreation and Parks Department
S F Police Dept.

The Commission and its newly created UECC Task Force applaud your recent call for Town Hall Budget Meetings to be held in each of the City's eleven Supervisorial districts. Your efforts as well as those of other members of the Board of Supervisors to increase public awareness of the City's budgetary process and priorities will strengthen public appreciation and understanding of the importance of the budgetary process.

25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033

TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
www.ci.sf.ca.us/sfhumanrights

Please let us know how we can be of assistance to you regarding the fiscal budget for the year 2001-2002. If you have any questions regarding this matter please do not hesitate to contact Human Rights Commission staff member Kabir Hypolite at 252-2522.

Very truly yours,

Ghada Saliba-Malouf
Human Rights Commission Chair

Cc: Honorable President Tom Ammiano
Honorable Supervisor Chris Daly
Honorable Supervisor Matt Gonzalez
Honorable Supervisor Tony Hall
Honorable Supervisor Sophie Maxwell
Honorable Supervisor Jake McGoldrick
Honorable Supervisor Gavin Newsom
Honorable Supervisor Aaron Peskin
Honorable Supervisor Gerardo Sandoval
Honorable Supervisor Leland Y. Yee

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

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COMMISSIONERS

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Leslie D. Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

April 12, 2001

DRAFT

Congresswoman Nancy Pelosi
Attn: Catherine Dodd
450 Golden Gate Avenue, 14th Floor
San Francisco, CA 94102

Dear Congresswoman Pelosi:

The San Francisco Human Rights Commission ("HRC") is the department of the City and County of San Francisco government that implements and enforces the City's anti-discrimination ordinances. Additionally, we engage in activities and dialogue designed to expand human rights for all people.

We are writing to encourage you and the other members of the House of Representatives to take an active position in favor of the Permanent Partners Immigration Act of 2001 (H.R. 690) introduced by Congressman Jerrold Nadler of New York.

United States immigration policies are purportedly based on the principle of family unification. However, current U.S. laws contain restrictive definitions of family that exclude same-sex partners of U.S. citizens and lawful permanent residents. Because of these exclusions, thousands of same-sex, bi-national couples are torn apart and often live in fear of deportation. H.R. 690 would rectify this inhumane policy by amending the Immigration and Nationality Act to allow U.S. citizens and lawful permanent residents to sponsor their same-sex permanent partners for residence in the United States.

There are currently thirteen other countries that recognize same sex couples for immigration purposes, including Canada, France, and the United Kingdom. Certainly the U.S. should also take similar measures to protect the basic human rights of its own citizens.

The HRC, through implementation of the Equal Benefits Ordinance, has taken great steps to ensure that City contractors provide benefits equally to employees with spouses and those with domestic partners. The HRC, however, fields numerous calls from individuals in San Francisco and throughout California seeking immigration assistance for them and their same-sex partner. With the passage of H.R. 690, the HRC will have another resource by which to inform our constituents of additional protections to which they are entitled under the law.

We have also attached copies of e-mails received by the Lesbian Gay Immigration Rights Task Force that personalize the plight of same-sex, bi-national couples.

I hope that we have convinced you of the necessity of this legislation and that you will send a strong message to the United States House of Representatives urging them to pass HR. 690.

Sincerely,

Commissioner Ghada Saliba-Malouf
Chair

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

TESTIMONIES

My partner and I have been together for over 22 years, and our relationship has been under siege by bureaucracy. I came here on a student visa in 1980, from the Netherlands, and was able to keep my status legal until April, 1996, when my last work visa expired. I received a National Interest Waiver, because I am highly and uniquely qualified for my work with HIV and doing psychotherapy with Severely Emotionally Disturbed children and their families. A National Interest Waiver is granted by the INS when it has determined that it is in the National Interest of this country that a person stay here. However, in November of 1998. I was told by the INS that I had to leave the country immediately, because I am HIV positive. If I were HIV negative, the National Interest Waiver would enable me to stay here. The HIV exclusion is waived through marriage with a U.S. citizen, but we cannot get married. My father has been seriously ill for over a month. After many tests and much uncertainty, yesterday he was diagnosed with a type of lung cancer which normally causes death within 11 months of diagnosis. My parents had planned to come here at the end of July; it is questionable if they will ever make it here anymore, and I cannot go back to the Netherlands without losing everything and everybody here. My father told me to "not even think about coming back to the Netherlands," because he does not want me to lose all.

Individual Relief Bill (Barbara Lee, HR 485, introduces Feb 6th 2001)

I am American; I met my lover Danilo, an Italian citizen, in San Francisco in 1997. After almost a year of living together, we registered as "domestic partners" with the City and County of SF.
Danilo's US visa had expired, and he was working part-time "under the table" as a graphic designer. He was frustrated and homesick, and, after much discussion, we decided to move to Rome. We have been in Rome now for over a year and a half. I am working like crazy as a translator, although illegally (I had only a tourist visa which expired long ago), whereas Danilo has not been able to find steady work. We are both frustrated and, if we could get Danilo a visa, we would probably return to the US.

Jacky is from France and is here on a work visa. His visa expires in August and we are now faced with his eminent departure. What are we to do? Since I am in the military, I can't just go and live in France. Why can't we just get married and be afforded the same immigration rights as heterosexual couples?
First I could not openly serve my country. Now I'm prevented from living with the one person who I want to spend the rest of my life with..... It seems unfair..... it seems wrong.

Finally I had talked Masa into coming to America, where he allways wanted to live. He quit his job, he sold every single things he owned, gave up his condo, and flew to Usa. I told him not to worry moving to America was easy, this is the land of opportunity for
everyone, or at least I thought. We tried getting Masa the green card thru the green card lotto, what a false hope! we tried school, we tried everything. Finally we went to an immigration lawyer, and he said the only way possible was to marry an american girl. Then a few weeks prior to getting married she changed her mind. Square one again but now worse, his visa was about to expire again. We had no other option, so he stayed here. I have been taking care of him all this time, which I don't mind, but I feel so bad for him always in the house nothing to do.(our life is pretty tight) I always make sure Masa has what he needs. Masa is my true dream love, I believe we are meant to be together. But I feel such great guilt, because I told him it would be easy to move here, and it is not.
Masa has nothing to go back to japan for, and even If he did go back, he has nowhere to go. But in my heart I know somehow we will find a way to stay together. Never in my life have I felt such overwhelming love. We have had many options all of them have fallen threw. We even tried immigrating to Canada, but could not get enough points to be allowed to move there.(cause we don't have high education, special skill)We have been feeling the pressure of this whole situation, We have had many fights, but we remain together because we love each other. We really need help so bad! Our life is so stressful will we ever find peace?

I am writing to you, in the hope you can give me a tunnel of light.

First, of all, I am a lesbian, and I am in love with a lady, who is from Greece,

and she is on a tourist Visa. She came to this country, in the hope to publish her work. Her money was stolen. We live in Idaho, but we want to leave from here, if she can find a company that will sponsor her, and I can work at the same company. We are looking to relocate probably in March. It is also that Idaho, dont like Gays that much, and they dont help foreigners that much.

I need an important information. I am currently working here in US and I am HIV negative. My partner was going to join me over here. Before leaving Italy he got tested an he discovered he is positive. Now, we know that he is not going to get a green card, but he can get an H1 VISA (I was not tested to get it). The problem is that he needs drugs and he needs to be tested. Can we do them anonymously? There is any way to do it? Please let me know, maybe I have to look for a job back in Europe now...

I had seen several friends from places like Brazil, India, and Israel, come to the States back in the late 80's and early 90's. They went to school, got a job, got an H-1B visa, renewed their H-1B visa, got a green card, and often got their citizenship.

It doesn't work anymore. The H-1B visa limit is reached every year, and I suspect the great majority are given to computer programmers like myself. Even if you get an H-1B visa, you're now unlikely to be able to obtain a green card in the six years before the H-1B visa and its one-time renewal expires.

For now, it's three months here, three months there for me. Under the visa waiver program, I can stay up to 90 days at a time in Italy for business or pleasure without having to get a visa. And I can stay a total of 183 days in Italy without having to file and pay Italian income taxes. This didn't work out the way we wanted, but we still consider ourselves very lucky. Some couples in our situation have it much, much harder. Achille didn't risk his life returning to his home country as some gay men must do. I can visit Achille in his country and still continue working. We may even have just enough qualifications for both of us to get into Canada or for me to get into Italy. But for many couples, the United States is their only hope, and not

much hope at that.

Now we're looking into Canada. Things have really changed there over the past year, with immigration laws for same-sex partners that we can only dream of in the States. If that doesn't work, I'll try to get into Italy. With Achille's European Union passport and some new laws in Great Britain, even London is now an option.

In 1994 when those of us working for IBM had to return to the States from Italy, I wasn't the only one to end up bringing back an Italian. There were girlfriends and boyfriends and marriages and even babies between the Americans and Italians at work. If you want a global economy, you're going to end up with global relationships. One woman even requested a divorce from her unsuspecting husband on the flight over to Italy in 1992, picking right up with her new Italian boyfriend as soon as they landed. Her desperate ex-husband, also on assignment, had to watch as they got married and had children. I was a witness, kind of like a male bridesmaid, at an American friend's Italian wedding when she married an Italian during the work assignment. They're all together here in the States, or together in Italy, with green cards or citizenship by now.

It's not fair. I'm glad they're together. I'm glad they could get green cards based on their marriages. And I certainly wish them all the best. But it's not fair.

My english is still no good. I have no job in usa (I called japanese restaurant, japanese tour company etc.. they said I need work visa, I couldnt find out undertable job. because I dont have any connection)I dont have green card, work visa, even I don't have school visa. They were most important point!! But I truely loved him. So I really wanted move to him somehow. We were really silly. I never regret though... We had many options and plans but all plans are gone... fale... everytime those make me hurt... everysingle day I allways thinking about green card , work , our life, our future... I never ever imagine like this situation... but my love is never change... but real life we'll be happy?? without job... money... greencard?? Just I want basic stuff. I just wish ordinary life with him. please we need any information and help. Thank you for listening even though my English no good.

SF
160
1
1/10/01
c3

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

Regular Meeting Agenda

Thursday, May 10, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

Fay 5/4/01
DOCUMENTS DEPT.
MAY - 7 2001
SAN FRANCISCO
PUBLIC LIBRARY

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

DISABILITY ACCESS

The City Hall Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station and the closest Muni Metro station is the Van Ness Station. Accessible MUNI lines serving this location are 42 and 71. There is accessible parking in the vicinity of City Hall, including the Civic Center Underground Garage. The following services are available upon request with 48-hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Carla Vaughn 252-2500 (Voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

POLICY ON CELL PHONE, PAGERS, AND ELECTRONIC DEVICES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 – 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.us/ethics.

LEGEND:
☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of April 26, 2001
   [➲Action Item ☆☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
   [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Discussion Chapter 12.D.A. Waiver Report
   [◎Discussion Item ☆☆]
   b. Report on the Standards of Conduct for City Commissioners
   [◎Discussion Item ☆]

REGULAR BUSINESS

8. Report on the status of transsexual surgeries and treatments in the City's health insurance system.
   [◎Discussion Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
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☆☆☆ = To be discussed at Commission Meeting

9. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Task Force Report
      [◎Discussion Item ☆☆☆]

10. Presentation by proponents and critics of Falun Gong and possible recommendations for action by the HRC
    [◎Discussion ➲Action Item ☆☆☆]

11. COMMITTEE REPORTS

    a. Lesbian Gay Bisexual Transgender Advisory Committee
       Commissioner Martha Knutzen, Chair
       Commissioner Theresa Sparks, Vice Chair
       Larry Brinkin, Committee Staff

       i. No Report.

       NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 15, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

    b. Employment Committee
       Commissioner Larry Lee, Chair
       Commissioner Wilfred Hsu, Vice Chair
       Pansy Waller, Committee Staff

       i. Report of the May 3, 2001 Committee Meeting
          [◎Discussion Item ☆]

       NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 7, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

    c. Issues Committee
       Commissioner Theresa Sparks, Chair

       i. Report of the May 7, 2001 Committee Meeting
          [◎Discussion Item ☆]

       NOTE: *The next meeting of the Issues Committee will be held on Monday, June 4, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

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☆☆ = Attachment provided
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Romulus Asenloo, Committee Staff

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Commissioner Shirley Dimapilis, Chair
Commissioner Charles L. Ward, Vice Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. Report of the May 2, 2001 Committee Meeting
[◎Discussion Item ☆]

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, June 6, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

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All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, MAY 24, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

HUMAN RIGHTS COMMISSION
12D WAIVERS
APRIL 2001

	Action	Date Signed	Contract Date	Department	Amount	Contractor	Waiver Type
1	Granted	04/02/01	03/26/01	Hetch Hetchy	$16,000.00	Hitachi America, LTD	Technical Service
	REASON: The two personnel who worked with the Hitachi service engineer to service the governor controls have retired and it has been eight years since the governors have been inspected.						
2	Granted	04/02/01	03/07/01	SFIA	$4.9 million	Catholic Healthcare West (CHW) - Bay Area	Professional Services
	REASON: No MBE/WBE hospital services are available for this contract.						
3	Granted	04/02/01	01/01/01	Airport Cmsn	$49,600.00	Gordon Watada	Professional Services
	REASON: Gordon Watada meets the criteria for exception based solely on the fact that he is the only consultant that can provide the required level of expertise and specific prior SFIA experience to assist the Airport in the development and facilitation of an effective operations audit program.						
4	Granted	04/05/01	04/20/01	Port of SF	$3,600.00	Nancy Olmsted Resource Conslt.	Professional Services
	REASON: The consultant has a unique knowledge of San Francisco's waterfront and its history.						
5	Granted	04/16/01	03/14/01	Rec & Park	$12,000.00	J. S. West & Co.	Dept. Blanket
	REASON: The propane tanks at Camp Mather (R&P Department's facility) are owned by J.S. West which no other propane supplier is legally allowed to fill. The propane provides energy for cabin meal preparation and heating.						
6	Granted	04/20/01	~	DPW	$120,477.00	Mofatt & Nichol Engineers	Engineering Services
	REASON: The vendor was originally selected through competitive process.						
7	Granted	04/21/01	~	PUC Water Supply & Treatment Div.	$61,000.00	Viasala Corporation	Purchase Order
	REASON: Viasala is the sole source vendor for part of the weather station network equipment that the facility has been & continues to build for the last five years.						
8	Granted	04/24/01	03/14/01	Rec & Park	$10,000.00	Cal Sierra Transfer, Inc.	Dept. Blanket
	REASON: The vendor is the only solid waste transfer service that can provide Camp Mather with solid waste disposal services.						
9	Granted	04/24/01	~	DPW	$65,900.00	SJ Engineers	Engineering Services
	REASON: SJ Engineers was selected in 1992 via an RFQ process, to provide mechanical engineering services for a seismic upgrade & improvement to the War Memorial. The War Memorial Opera House Dress Circle Cooling System is an unfinished part of that project and retaining SJ Engineers will minimize cost to the City.						

As Amended in Board
2/20/01

FILE NO. 010291

RESOLUTION NO. 151-01

S. F. HUMAN RIGHTS
COMMISSION

01 MAR 20 PM 3:04

[Standards of Conduct for City Commissioners]

Resolution urging all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability and further urging all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and further urging all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment .

WHEREAS, Elected City officials, City Department Directors and City Commissioners have the honored duty to serve the Citizens of San Francisco and to diligently and assiduously defend and promote the interests of the public; and

WHEREAS, It is only inevitable when deliberating on matters which affect the City and its Citizens that disagreements should manifest; however, disagreement on issues should illicit deeper reflection and discussion, open and frank dialogue as well as vigorous and substantive debate of issues; and

Supervisors Ammiano, Leno, McGoldrick, Daly, Hall

WHEREAS, It is unbecoming for City officials, City Department Directors and City Commissioners to utilize scheduled public meetings and other public forums with the malicious intent of attacking, defaming and slandering fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and

WHEREAS, The public interest and the welfare of its Citizens are also not served when City officials, City Department Directors and City Commissioners fail to discourage and reprimand individuals who, during the public comment portion of public meetings, issue statements which are disrespectful and disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and

WHEREAS, The public interest and the welfare of its Citizens are also not served when City officials, City Department Directors and City Commissioners fail to discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment rights; be it therefore

RESOLVED, That the Board of Supervisors of the City and County of San Francisco hereby strongly urges all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners and the Board of Supervisors from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability ; and be it

FURTHER RESOLVED, That the Board of Supervisors strongly urges all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race, ethnic background, religion, gender, age or physical ability; and be it

FURTHER RESOLVED, That the Board of Supervisors strongly urges all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general from attempting to exercise their first amendment rights.

SUPERVISOR AMMIANO

City and County of San Francisco

Tails

Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 010291 **Date Passed:**

Resolution urging all City Commissions and the Board of Supervisors to adopt and/or enforce a standard code of conduct which discourages and reprimands City officials, City Department Directors and City Commissioners from utilizing regularly scheduled public meetings to willfully attack, defame and/or slander fellow colleagues with disrespectful comments that are disparaging of one's sexual orientation, race, ethnic background, religion, gender, age or physical ability and further urging all City Commissions and the Board of Supervisors to adopt and/or enforce policy which discourages and reprimands individuals, who during the public comment portion of regularly scheduled meetings, issue comments that are disparaging of anyone's sexual orientation, race ethnic background, religion, gender, age or physical ability; and further urging all City Commissions and the Board of Supervisors to proactively discourage, reprimand and remove individuals from public meetings who verbally abuse and physically threaten members of the general public or City officials from attempting to exercise their first amendment.

February 20, 2001 Board of Supervisors — SEVERED FROM FOR ADOPTION WITHOUT COMMITTEE REFERENCE AGENDA

February 20, 2001 Board of Supervisors — AMENDED

Ayes: 10 - Ammiano, Daly, Gonzalez, Hall, McGoldrick, Leno, Newsom, Peskin, Sandoval, Yee
Absent: 1 - Maxwell

February 20, 2001 Board of Supervisors — ADOPTED AS AMENDED

Ayes: 10 - Ammiano, Daly, Gonzalez, Hall, McGoldrick, Leno, Newsom, Peskin, Sandoval, Yee
Absent: 1 - Maxwell

File No. 010291

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on February 20, 2001 by the Board of Supervisors of the City and County of San Francisco.

Gloria L. Young
Clerk of the Board

Date Approved

Mayor Willie L. Brown Jr.

March 2, 2001

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter.

Clerk of the Board

File No.
010291

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S.F. to finance staff sex-changes
Milestone act narrowly OKd by supervisors

Rachel Gordon, Chronicle Staff Writer
Tuesday, May 1, 2001
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URL: http://www.sfgate.com/cgi-bin/article.cgi?file=/chronicle/archive/2001/05/01/MN188596.DTL

With backers calling the decision a question of moral leadership, the San Francisco Board of Supervisors cast aside criticisms of political correctness yesterday and offered sex-change benefits for city workers.

The measure passed 9 to 2 -- the minimum vote required -- making San Francisco the only government employer in the nation to pay for such benefits as part of its health coverage plan.

"It is landmark legislation," said Supervisor Mark Leno, chief sponsor of the proposal.

Board of Supervisors President Tom Ammiano said the initiative is akin to the hard-fought rights granted in the past to the gay community and people with AIDS.

"This is a matter of conscience. It is not a political decision, it is a moral decision," he said.

It also was a much tougher decision for the board than anyone anticipated when Leno introduced the measure in February.

SUPERVISOR DUCKS OUT

Supervisor Gerardo Sandoval, who held the key vote needed for passage of the measure, ducked out of the meeting and into his office down the hall when the board began its debate at City Hall. The sergeant-at-arms was sent to track him down.

He rejoined his colleagues after about half an hour. Then he was lobbied hard by Leno and other supporters before casting a vote in favor of the benefits, without comment. After the meeting, Sandoval wouldn't talk about his disappearance -- nor his vote -- other than to say he had phone calls to make.

The votes against the measure were cast by Supervisors Tony Hall and Leland Yee, who represent two of the city's most conservative districts, on the west side.

A LONG-AWAITED VICTORY

Claire Skiffington, a transsexual and an administrator with the city's Department of Public Health who has fought for the benefits for more than five years, rejoiced politically and personally in yesterday's outcome. Politically,

it meant another milestone for a community skirting the edge of societal acceptance; personally, the government she works for made a statement that her needs matter.

"In my heart, it was like, damn, things do come through," said Skiffington, 55, who began her transition from male to female seven years ago.

The sex change benefits, which will include hormone treatment, psychotherapy and surgical procedures, require a medical diagnosis for a condition known as gender dysphoria in which the patient feels discomfort with his or her birth gender.

Hall, the most outspoken supervisor against the sex change benefits, said the issue was fairness. The benefits, he said, target a select group of individuals at a time when many other needs are not addressed.

For example, he said there is no specialized treatment in the benefits package for anorexia or bulimia or for workers whose children have learning disabilities. And, he noted, there are limits on prosthetic limbs and cardiac reconstructive surgery.

"I will not discriminate in favor of one group over another," Hall said.

Countered Supervisor Matt Gonzalez: "The whole idea of having a health benefits package and enumerating the things that will get covered is, by definition, discriminatory. You've decided not to include other things."

"I think that equality and fairness actually compel us to add this to our package."

VIAGRA, HEARING AIDS FUNDED

The provision for sex changes was just one component of an expanded benefits package the supervisors approved. Among the new initiatives are acupuncture, hearing aids, infertility treatment and Viagra for impotence.

Yet the sex change plan generated the most controversy, prompting national news stories, talk-show debates and an avalanche of constituent mail, e-mails and phone calls to the supervisors, most of them against the idea.

The sentiment of retired city employee John Grizzel, in an e-mail to The Chronicle, was typical:

"I don't want to deny anyone medical coverage, but make it fair and responsible, and not a political issue at the expense of the other health system members who pay and pay and pay," he wrote.

An actuary for the city's Health Service System said the new benefits might cost $1.75

million for the first year, based on calculations that 35 people would take advantage of the program. Leno and other backers speculate the number will probably be considerably less, perhaps no more than three or four. There are about a dozen known transsexuals working for the city.

"This is not like losing one's hair," Leno said. "It's not like displeasure with the size or configuration of your nose . . . This is a profound life consideration."

The benefits will cap at $50,000 for each recipient.

Premiums will increase up to $1.70 per active and retired employee to pay for the sex change coverage. However, because of prior labor agreements, the city helps pays those premiums -- that will add an estimated $683,000 to the city's labor costs.

An employee must be in the city's health system for at least a year to take advantage of the benefits.

As the board's vote was tallied, more than a dozen transgender activists in the audience jumped to their feet and erupted in cheers.

"What this (legislation) does is show the nation that at least in San Francisco, transgenders are just the same as everybody else," said Theresa Sparks, a male-to-female transsexual who serves on the city's Human Rights Commission. "It's an important step."

E-mail Rachel Gordon at rgordon@sfchronicle.com.

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Sex-change benefits may spread beyond San Francisco

MARGIE MASON, Associated Press Writer
Thursday, May 3, 2001
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URL: http://www.sfgate.com/cgi-bin/article.cgi?file=/news/archive/2001/05/03/state1611EDT0224.DTL

(05-03) 13:11 PDT SAN FRANCISCO (AP) -- Even as critics complain that the city's adoption of transgender health benefits is an example of reverse discrimination, Cecilia Chung can't wait to take advantage of the nation's only such coverage.

Born a man, Chung had sex-change surgery in Thailand in 1998. She has since experienced complications, and the measure adopted this past week by San Francisco means the city's insurance policy will cover most of the cost of correcting those problems.

``I'm really excited. It's very reassuring to know that it will definitely be covered," she said. ``If someone had a benign tumor that was not life threatening, the medical insurance would still cover it. My original genitals I see as that benign tumor."

Chung, 35, a health-care worker, is one of the city's 14 identified transgender employees eligible for the benefits that pay for everything from sex changes to mastectomies. The benefits, approved 9-2 Monday by the city's Board of Supervisors, await the expected signature of Mayor Willie Brown.

For Chung, the benefits, which kick in July 1, would be used to correct the narrowing of her vaginal walls, which resulted from the reassignment surgery.

She went to Bangkok for the $6,000 procedure because she couldn't afford it here. It wasn't a matter of choice, she said -- it was necessary for her health and mental well-being.

But Supervisor Tony Hall is among those saying the new law gives special coverage to one group. He cast one of the two opposing votes, saying it's not fair for the city's 37,0000 employees and 17,000 retirees to pay an extra $1.70 a month for sex-change benefits he views as elective.

``The vote on the board was more about political correctness than sound fiscal reasoning or reasoning based on equality," Hall said. ``It's about, 'Look at us in San Francisco, we know how to do things.'"

There is a $50,000 lifetime cap per employee for genital reassignment surgery, which runs about $37,000 for the male-to-female procedure and $77,000 for female-to-male, but Hall fears the benefits will create a barrage of additional costs outside that cap related to hormones, psychotherapy and other procedures.

He also questions how many domestic partners would take advantage of the benefits. In

San Francisco, same-sex domestic partners of city employees are eligible for health insurance coverage.

``This is a strict Frankenstein science," said Randy Thomasson, executive director of the Sacramento-based Campaign for California Families. ``It's not something that should be forced upon any taxpayer."

Supervisor Mark Leno, who championed the cause, says the vote was made to support the city's nondiscrimination ordinance and because the sex-change benefits are medically necessary and can be used only after months of counseling and a doctor's approval.

He sees it as an extension of the city's domestic partner benefits law adopted in 1997 and downplays concerns the city will become a transgender magnet, attracting employees who simply want to take advantage of the benefits.

Leno said he plans to wait and see how the benefits work out before considering any attempts to force companies that contract with the city to offer such benefits, which happened following passage of the domestic partner benefits.

The Minneapolis-based Harry Benjamin International Gender Dysphoria Association, Inc. sets the internationally accepted standards of care for transgenders seeking sex-change surgery.

They must go through counseling for about a year, and often must receive treatment for drug dependency or other psychological issues such as depression and low self-esteem. They also must provide documentation that they've struggled with gender identification for at least two years before their case is taken before a board of experts for a vote, said Bean Robinson, association executive director.

``You really want somebody to be in a place where they're psychologically ready to make this decision," said Robinson, associate director of the Program in Human Sexuality at the University of Minnesota Medical School. ``We all have to be pretty convinced that this is the only solution to the problem, and we ask people to try some other ways."

The association approves about 50 surgeries a year, but Robinson stressed that not all doctors use the same guidelines.

Canada, Germany, Denmark and Holland already pay for citizens' sex-change benefits, but San Francisco would be the only governmental body in the United States to make such benefits available. The state of Minnesota offered similar benefits, but the program was phased out in 1998. The issue was discussed in Oregon, but a state commission there decided against it in 1999.

City officials in Berkeley, Oakland and San Jose are using this week's decision to push for similar benefits in their communities.

``The education process is going on in the Bay Area as a result (of the decision)," said Jennifer Wolcott of Transgender South Bay in San Jose. ``People are asking questions and they're learning, and the transgender community is allowing itself to become more

visible."

The San Francisco benefits do not come without restrictions. Employees would have to work for the city at least one year before becoming eligible. Those wanting sex-change surgery would have to pay 15 percent out of pocket if they use a doctor in the city's health network. If an out-of-network doctor is used, that goes up to 50 percent.

Thomasson, of the Campaign for California Families, said San Francisco is sending a negative message to children and to other cities.

``It's a horrible role model to tell a little boy, 'Hey, I can't wait until you grow up and you have your sex organ cut off and can be injected with hormones and grow breasts,'" Thomasson said. ``We need strong role models, not role models that go against natural upbringing."

On the Net:

San Francisco Human Rights Commission: www.ci.sf.ca.us/sfhumanrights/

San Francisco Board of Supervisors www.ci.sf.ca.us/bdsupvrs/

Harry Benjamin International Gender Dysphoria Association www.hbigda.org/

^END Advance for weekend use<

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Gang members kill mother of 4, cops say
S.F. woman was talking to friends on porch

Sunday, April 29, 2001
San Francisco Chronicle
CHRONICLE SECTIONS

Jim Herron Zamora

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In an apparent case of mistaken identity, police said a Mission District mother was shot to death by gang members as she stood chatting with friends on her front stoop early yesterday.

"It was a totally senseless, brutal murder," Inspector Armand Gordon said. "They were just standing out there having a good time, minding their own business, when these guys started shooting. There was no reason."

Laticia Ramirez, 33, was found dead in front of her home on York Street a little after 3 a.m. Police said that minutes earlier she was standing on her front porch, talking with four guests, when two men drove up in a maroon Honda.

They stopped the car and at least one of them opened fire, spraying the porch with gunfire. Only Ramirez was hit.

Officers later arrested two suspects in the killing after a high-speed car chase that ended near 3Com Park. They are being held without bail at San Francisco jail on suspicion of murder.

Ramirez was the single mother of four sons, ranging in age from 15 to 4, and took care of her retiree father, who also lives in the York Street home.

A widow after her husband died in a car accident in 1999, Ramirez volunteered at her sons' schools and also informally watched the kids of many working mothers in the area.

"She was like a mother to everyone in the neighborhood," sister Ana Araya said. "She

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looked out for all the kids. Everyone knew they could come to her home."

Ramirez and her guests were socializing outside the house to avoid waking up the boys. Two of Ramirez's best friends had stopped by. It was one friend's birthday and the women were talking about birthday plans for the weekend. One of the women brought along her brother.

Police said that none of the people on the porch has any known gang affiliation. Nor do any of them have any connection to the alleged killers.

"They must have been mistaken for gang members," Gordon said. "That is the only thing that would make any sense. These guys must have wanted to shoot someone in another gang and shot some innocent people instead."

Her brothers agreed, saying the home was always neutral ground -- off limits to any local gang wars.

"This was not tit-for-tat by some gang members, this was random idiocy," brother Raul Martinez said. "My family has lived on this street for 30 years and we have never been afraid of the neighborhood."

Ramirez was number six of seven children -- all born and raised in the Mission. She lived her entire life in the same home on York Street and was acquainted with hundreds of local residents.

"She was the life of every party," her brother Henry Martinez said. "She had this big smile and this happy laugh; everybody liked to stop by and say 'Hi.' "

More than 50 people gathered at the home yesterday to remember her and celebrate her life. Many brought flowers, pastries and refreshments. Others shared memories, shed tears and hugged.

Gordon said police caught the suspects because of some quick thinking by a veteran sergeant working on the graveyard shift at the Ingleside Station.

When a description of the shooters' vehicle was broadcast over the police radio, officers all over San Francisco went on alert.

Instead of rushing to the scene, Sgt. Mike Brown waited in his patrol car near Industrial Street and Bayshore Boulevard, Gordon said.

"He had a hunch that they would come through there," Gordon said.

A few minutes later, he saw a maroon Honda and set off in pursuit. They wound through Hunters Point at high speeds as other officers joined the pursuit.

After a 10-minute car chase, the Honda stopped near 3Com Park and two men jumped out. They ran in separate directions to evade officers.

Police arrested Maricio Sandoval, 21, and Eliezer Salcedo, 26, both of San Francisco.

Gordon said that one of the suspects ran toward a residential area just north of the stadium where he was caught trying to break into a parked car.

The other suspect jumped into the bay and was hiding underneath the fishing pier when he was found by a police dog, Gordon said.

"He hid for awhile but couldn't get away from the dog," Gordon said.

E-mail Jim Herron Zamora at jzamora@sfchronicle.com.

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SF Gate

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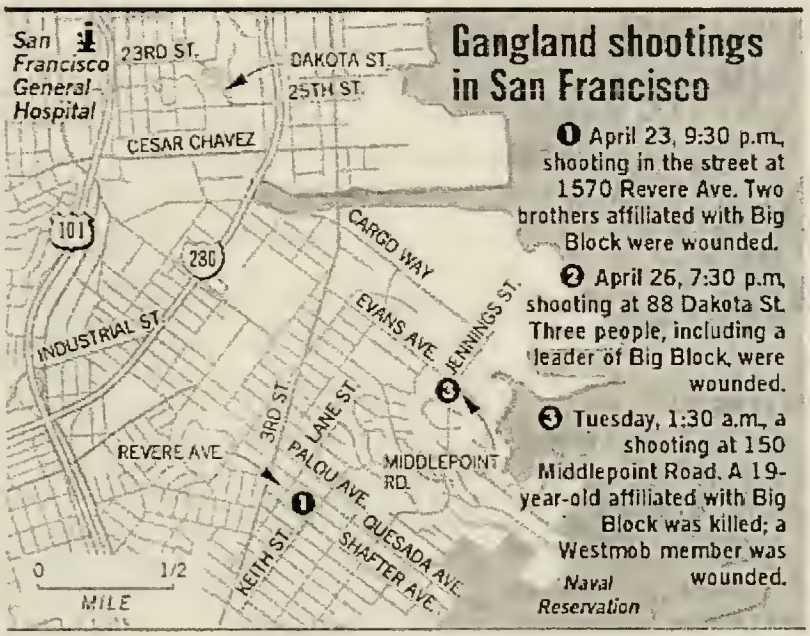
Escalating violence between S.F. gangs / Big Block leader's half-brother killed

Gangland Shootings in San Francisco. Chronicle Graphic



Chronicle Graphic

SF Gate news

Escalating violence between S.F. gangs
Big Block leader's half-brother killed

Wednesday, May 2, 2001
San Francisco Chronicle
CHRONICLE SECTIONS

Jaxon Van Derbeken, Chronicle Staff Writer

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San Francisco -- In the latest in a string of killings in the Bayview district, the 19- year-old half-brother of a jailed Big Block gang leader was killed yesterday during a shootout in rival gang territory, police said.

The 1:30 a.m. slaying of Alvin McEldry marks the sixth death since November in the escalating violence between Big Block and Westmob, two San Francisco gangs police say feud over everything from rap music lyrics to drugs.

Last week, five Big Block members were wounded in two shootings, prompting police to revive a specialized team to counter gang violence.

In yesterday's shooting, McEldry -- whose half-brother Montrell Vines is a Big Block member jailed in a case that police say sparked the violence of recent months -- was found sprawled on the sidewalk at 150 Middlepoint Road by officers responding to a report of gunshots.

Ricky "Hitman" Heard, 23, a Westmob associate, was later dropped off at San Francisco General Hospital with leg wounds from the same incident, police said.

He has not been charged with a crime in yesterday's shooting.

A weapon was recovered during the

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investigation, and police are testing to determine whether that gun caused either man's injuries.

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"We don't know yet. We are not tagging him (Heard) with Alvin's death," Capt. Roy Sullivan said. "They are treating Heard as a victim for the purpose of the investigation."

McEldry was affiliated with the Big Block gang and was in territory claimed by rival Westmob at the time of the shooting. Heard is associated with Westmob and uses the moniker "Hitman" for rap music recordings.

"As usual, no one is talking," Sullivan said. "All you can do is put two and two together. We don't know if it is to even the score for recent shootings."

Inspector Kevin Whitfield of the San Francisco Police Department's gang task force said McEldry's coming to rival turf was all but suicidal.

"You are seriously asking for trouble when you go into rival territory," he said. "I don't see any other reason why he'd be there. He was asking for trouble."

"He's young -- we haven't had much contact with him," Whitfield said.

There seems to be no end to the bloodshed, he said.

"It's stupid, it's senseless, it's crazy," he said. "Some of these guys were babies, they were 8, 9 or 10 years old when some of this started, and now they are carrying it out to the end -- they wind up in jail or dead."

Joe O'Sullivan, attorney for Big Block Records and Vines, also lamented the violence that ended the life of his client's half-brother.

"This stuff is getting to be too much right now," O'Sullivan said. "Another person they associate with Big Block is either shot or dead."

He said McEldry had attended Vines' trial in

support of his half-brother. Vines was convicted of the attempted murder of Nieisha Jones. He is awaiting sentencing.

A wave of suspected witness retaliation violence began after the trial, police said. Among the slaying victims was Amir Anderson, Jones' stepfather. Jones, who had testified against Vines, survived another shooting in March.

Last week, five members of Big Block were wounded in two shootings, including the reputed head of the gang, Douglas "Bobbie" Stepney, who was shot three times as he left the home of a family member Thursday.

Police have formed a new team to better coordinate the law enforcement response to gang homicides.

The team fills the void created with the disbanding of the controversial CRUSH unit in 1997. The group, Crime Response Unit to Stop Homicide, was faulted for allegedly running roughshod over human rights. Police leaders are assuring the community the new team will be tightly monitored under the command of Deputy Police Chief Mindy Pengel.

Capt. Sullivan said police hoped the added resources would end the cycle of violence. "Big Block has been taking it," he said. "Whether this was retaliation, dope, music or whatever, we don't know."

"I don't know if anyone knows what this is about -- even the people involved in this. I think everyone is looking for an answer," said Chief Fred Lau. "If anyone has any answers, let us know."

GANGLAND SHOOTINGS IN SAN FRANCISCO

E-mail Jaxon Van Derbeken at jvanderbeken@sfchronicle.com.

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Chronicle Sections GO

SF Gate

May 1, 2001

Human Rights Commission
City and County of San Francisco
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102-6033

Re: Proposal to offer Falun Gong exercise workshops to commissioners and the office staff

Dear Honorable Chair Person Ghada Saliba-Malouf and Other Members of the Commission:

While planning to make another detailed presentation to the commission for the human rights issues related to Falun Gong, we think a workshop introducing Falun Gong exercises to the commissioners and your office staff will bring you more knowledge and understanding. **After all, we wold like to see all of you make your judgements and decisions based on your own hands-on experience and personal feelings.**

Rooted in ancient Chinese culture, Falun Gong has brought huge health benefits to millions of its practitioners in more than 40 countries worldwide. We believe our workshop will bring you pleasant and unique exercise experience.

A typical workshop runs 1 – 2 hours depending on the availability of your time. We will make special arrangement to fit into your busy schedule day or night, weekdays or weekends.

Once again we greatly appreciate your kind-hearted understanding and support.

Sincerely,

Nan Su
3425 Cardoza Ct.
San Jose, CA 95132

(408) 299-2351 ext. 305 at work
(408) 254-9468 at home
Nan.Su@pln.co.santa-clara.ca.us

On behalf of all San Francisco Falun Gong practitioners and supporters

CC: Director Viginia M. Harmon, Emil De Guzman, Toni A. Delgado

April 26, 2001

S.F. HUMAN RIGHTS COMMISSION
01 APR 30 PM 3 05

Human Rights Commission
City and County of San Francisco
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102-6033

Re: Follow-up to our presentation made on April 12th commission's meeting for Falun Gong related human rights issues

Dear Honorable Chair Person Ghada Saliba-Malouf and Other Members of the Commission:

I am writing to thank all of you for giving us the opportunity to present at your Commission's meeting on April 12 and for listening to our concerns. Thank you also for inviting us back to make more detailed presentations at the Commission's future meetings. We will be very happy to make further presentations once the time and schedule are set.

As presented at the Commission's meeting, Chinese government's brutal persecution to Falun Gong in the past two years has seriously violated human rights. Such persecution has already been extended to our local communities. The following is a list of incidents that have happened in recent months in the Bay Area:

1) As the result of Chinese Consulate's propaganda and instigation of hatred toward Falun Gong practitioners, hate crime and hate violence has happened in our local communities. Several San Francisco local Falun Gong practitioners were beaten up when doing the peaceful and routine meditation exercise in the park in Chinatown.

2) World Journal, Millbrae-based Chinese newspaper, was requested by San Francisco Chinese Consul General to stop publishing advertisements paid by Falun Gong practitioners.

3) San Francisco Chinese Consulates sent fabricated materials to 300+ city mayors in California to denounce Falun Gong and pressured these mayors to rescind proclamations they had issued to Falun Gong.

4) San Francisco Chinese Consul General slandered Falun Gong on local TV talk shows and attempted to instigate hatred among the Chinese community. He said, "Bay Area overseas Chinese has to watch out, Falun Gong has already interfered with your normal life."

5) Anti-Falun Gong workshops were held in local communities under the direction of San Francisco Chinese Consulates to denounce Falun Gong and to instigate hatred in the community.

6) Local public and private property owners have been asked by San Francisco Chinese Consulate not to rent space to Falun Gong practitioners.

As a Commission dedicated to local human rights issues, your voice and support are crucial to us. We therefore ask the San Francisco Human Rights Commission to consider initiating a resolution to address the following issues:

1) The US constitution protects its citizens the rights for freedom of beliefs, freedom of speech, and freedom of expression. Chinese government or its officials in the US should not, in any manner or by any excuses, slander and denounce US citizens' (in this case, Falun Gong practitioners) beliefs in public, or interfere with US citizens' practice of their beliefs, or stop their expressions.

2) Chinese government or its officials in the US should not, in any manner or by any excuses, interfere with US government's operations and US officials' decisions in granting proclamation to Falun Gong's contribution to its local community.

3) The US constitution protects its citizens' human rights. Chinese government and its officials in the US should not be allowed to instigate hatred and violence against any legally registered US organizations or groups.

Dear commissioners, we rely on your actions to protect local Falun Gong practitioners' basic human rights and civil rights.

We thank you in advance for your care and support!

Sincerely,

Nan Su
3425 Cardoza Ct.
San Jose, CA 95132

(408) 299-2351 ext. 305 at work
(408) 254-9468 at home
Nan.Su@pln.co.santa-clara.ca.us

On behalf of all San Francisco Falun Gong practitioners and supporters

CC: Director Viginia M. Harmon, Emil De Guzman, Toni A. Delgado

Consulate General of the People's Republic of China
1450 Laguna Street, San Francisco, CA 94115

Larry Lee
Honorable Vice Chairman of
Human Rights Commission of
City of San Francisco
California

Wang Yunxiang
Consul General
the Consulate General of
the People's Republic of China
in San Francisco
tel: 415-6742901
fax: 415-6742977

April 17, 2001

Honorable Mr. Lee,

As reported on the website of Falungong organization, you had a meeting recently with some Falungong people, who try to gain support from you. I am very concerned with this and hereby would like to take this opportunity to brief you about Li Hongzhi and Falun Gong.

Sufficient evidences show Li Hongzhi, the so-called "founder of Falun Gong", is a ringleader of evil cult. Li Hongzhi deliberately changed his birthday to become the reincarnation of Sakyamuni, the founder of Buddhism. He claimes that the doomsday is coming, human beings will become extinct soon, and that only he himself and Falun Gong can save mankind as modern science can do nothing to prevent the catastrophe. His doctrine forbids his followers from seeing doctors for medical treatment when they become ill, etc. By deceiving the people in the name of "truthfulness, benevolence and tolerance", Li Hongzhi exerted spiritual control over his followers. So far, more than 1,660 Falun Gong followers have died, thousands more have suffered psychologically and numerous families have been broken up because of family members' becoming indifferent and irresponsible after practicing Falun Gong. Particularly not long ago, 6 Falun Gong addicts set fire on themselves in Beijing with 3 died and 3 seriously wounded, which demonstrates most clearly the evil essence of Li Hongzhi's doctrine and its harm to human being. Li Hongzhi is a person standing for "deceit, cruelty and violence".

Falun Gong is neither a traditional Chinese meditation practice, such as Qigong, nor a religion. The evil nature and severe impact of Li Hongzhi's doctrine and the cult to society and innocent people are so obvious that no responsible government in the world could sit idle and tolerate it. You may remember the U.S. government took resolute measures in dealing with cults on its own soil. Based upon this, the Chinese Government banned the cult in 1999 and listed Li Hongzhi as wanted, which won overwhelming support among the Chinese people including many former Falun Gong followers. Chinese Government has been strictly implementing the policy of persuasion, reasoning towards the majority of Falun Gong practitioners while bringing a small group of law-breakers to justice. So far, about 98% former Falun Gong practitioners in China have abandoned the cult and resumed a normal life. Only about 150 leading Falun Gong members were charged and brought to justice in China for their criminal offenses. The actions taken by the Chinese Government have been proved correct, and completely conform to the historic tide of human civilization and the interests of the State and the people.

I do believe that you did not know the true face of Li Hongzhi and his Falungong when the Falungong people put forward their case to you. I deeply worry that your gesture will be used by the cult to mislead more innocent people and bring misfortune to them. I sincerely hope that I can get your support in opposing cult.

Sincerely Yours

王云祥

Wang Yunxiang

CC: Charles Ward
Member of Human Rights Commission of
city of San Francisco

FOR IMMEDIATE RELEASE
April 2, 2001

China's Crackdown on Falun Gong Affects Americans

Bay Area Falun Gong practitioners and government officials will hold a press conference at the World Affairs Council this coming Wednesday (April 4, 2001) to generate awareness of how China extended its suppression of Falun Gong abroad and affected American citizens and American officials. Congressman Tom Lantos' office will voice their continuous support for Falun Gong practitioners' human rights.

Injustice anywhere is injustice everywhere. The persecution of Falun Gong is no longer just an issue of human rights violation in China. It has also become an issue for Americans. During the past months, American Falun Gong practitioners were harassed and attacked; American mayors were pressured by Chinese Consulate to change their stance in support of Falun Gong; American newspaper was pressured to stop running ads paid by Falun Gong practitioners. Individual cases will be presented at this press conference.

California City Officials Stand Up Against China's Pressure
Among the U.S. officials saying "no!" to China's pressure include Santee Mayor and Saratoga former Mayor. Mr. Stan Bogosia, Council Member and former Mayor of Saratoga, will address the media at the press conference regarding his personal experience of being harassed by San Francisco Chinese Consulate, simply because he had issued a proclamation to Falun Gong in recognition of the many benefits it has brought to the local community.

We call for more Americans to voice their support for human rights & justice and to urge the Chinese government to end the atrocity immediately!

Time: April 4, 2001, Wednesday, 11 a.m. to 12 noon
Place: World Affairs Council
312 Sutter St # 200, San Francisco, CA

Contacts:Adam Leining - 415.279.4407, Alicia Zhao – 650.544.3789
Email: fdiwest@faluninfo.net

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Also will be showcased at the press conference is a short Video "Deconstruction": What's the Real Story about Tiananmen Self-Immolations?
This video dissects the "self-immolation" incident occurred in Tiananmen Square on January 23, 2001. A careful analysis reveals compelling truths behind this unfortunate event...

Emil De Guzman
Human Rights Commissioner
City and County of San Francisco
25 Van Ness Ave., Suite 800
San Francisco, CA 94102-6033

S. F. HUMAN RIGHTS
COMMISSION

01 MAR 14 AM 11: 31

Honorable Commissioner De Guzman and other members of the Commission:

On behalf of Falun Dafa practitioners in San Francisco Bay Area, I am writing to ask your support to the proclamation of May 7 to May 13 as "Falun Dafa Week" in San Francisco.

Falun Dafa (also known as Falun Gong) is a self-improvement meditation and exercise practice, rooted in ancient Chinese culture. Mr. Li Hongzhi introduced the practice to the public in 1992. The practice consists of five gentle exercises; three of them are composed of gentle hand movements while the other two are a tranquil standing and sitting meditation. The movements are simple, easy to learn and suitable for all ages. At the core of Falun Dafa are the universal principles of Truthfulness, Compassion, and Forbearance (*Zhen, Shan, Ren*). It is primarily because of these cherished universal principles and its powerful health promoting effects - mental, physical and spiritual - that Falun Dafa has been rapidly recognized and practiced all over the world. In just eight years, the practice has spread to more than 40 countries, with presently over 100 million practitioners. The practice has transcended cultural, ethnic, and national boundaries, touching human hearts and improving lives everywhere. Those who practice it come from all walks of life. All Falun Dafa activities are free of charge.

We believe Falun Dafa will bring lots of benefits and interest to the community, as it has done so in many other cities. A "Falun Dafa Week" will be an excellent way to share Falun Dafa with your community, and to give them an opportunity to learn more about this wonderful practice. As part of the "Falun Dafa Week", we will offer free introductory workshops, including demonstrations and teaching of the exercises. A Falun Dafa Week would do more than just bring the community together: people would leave the events with practical tools to better their lives.

Falun Dafa has received numerous awards and recognition, including proclamations from more than 300 cities in the United States. While people in the U.S. can freely enjoy Falun Dafa's profound offerings, on the other side of the Pacific Ocean, people in China who wish to practice Falun Dafa have been tragically denied this basic human right. Fearing the loss of totalitarian control over people's minds, China's president launched a brutal campaign of persecution against the practice of Falun Dafa in July 1999. To date, more than 140 practitioners have been tortured to death for remaining steadfast to their beliefs. Throughout the entire persecution, Falun Gong practitioners have always maintained a peaceful and tolerant stance. Even under the harshest circumstances, while facing life-threatening torture, Falun Gong practitioners have never resorted to violence or retaliated against their aggressors. They have remained true to the principles of Truthfulness, Compassion and Tolerance. Your proclamation of "Falun Dafa Week" will show the community's humanitarian support to this peaceful movement, as many other communities in California have already done. It will give voice to those who are brutally silenced, and denied their basic rights of freedoms of speech and belief.

May 13 was established last year as World Falun Dafa Day for Falun Dafa practitioners world wide. Should the commission agree to support the proclamation, we would be deeply grateful.

I am enclosing a packet with more information about Falun Dafa. I look forward to hearing from you, and hope to have the pleasure of meeting you in person in the near future, for any concerns or questions you may have.

Most Sincerely,

Nan Su
On behalf of Falun Dafa practitioners Bay Area
3425 Cardoza Ct.
San Jose, CA 95132

Phone: work (408) 299-2351 ext. 305
home (408) 254-9468
Email: Nan.Su@pln.co.santa-clara.ca.us

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

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/24/01

Regular Meeting Agenda

Thursday, May 24, 2001
4:30 p.m.
City Hall, Room 416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Haig Baghdassarian
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

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For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

DISABILITY ACCESS

The City Hall Conference Room is wheelchair accessible. The closest accessible BART station is the Civic Center Station and the closest Muni Metro station is the Van Ness Station. Accessible MUNI lines serving this location are 42 and 71. There is accessible parking in the vicinity of City Hall, including the Civic Center Underground Garage. The following services are available upon request with 48-hour advance notice: American Sign Language interpreters, use of a reader during a meeting or sound enhancement system. Accessible seating for persons with disabilities can be made available. Following a meeting, meeting proceedings can be made available in alternative formats. To make arrangements or for information, contact Carla Vaughn 252-2500 (Voice) or 252-2550 (TDD).

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals.

POLICY ON CELL PHONE, PAGERS, AND ELECTRONIC DEVICES

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Donna Hall at the Sunshine Ordinance Task Force, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102-4683; Office 415-554-7724; Fax 415-554-5163; E-mail: Donna_Hall@ci.sf.ca.us

Citizens interested in obtaining a free copy of the Sunshine Ordinance can request one from Ms. Hall, or by printing Chapter 67 of the San Francisco Administrative Code on the internet at http://www.ci.sf.ca.us/sunshine.htm.

ATTENTION: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Administrative Code 16.520 – 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #701, San Francisco, CA 94102, telephone (415)554-9510 fax (415)703-0121 and web site http://www.ci.sf.ca.us/ethics.

LEGEND
☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Items designated by "CC" shall automatically be approved, unless a request for removal for discussion or explanation is received from the audience, Commission or Commission staff.

Public testimony will be taken on each item. Public testimony is limited to three minutes.

ORDER OF BUSINESS

1. CALL TO ORDER

2. ROLL CALL

3. APPROVAL OF MINUTES

   a. Approval of minutes of Commission Meeting of April 26, 2001
      [➲Action Item ☆☆☆]
   b. Approval of minutes of Commission Meeting of May 10, 2001
      [➲Action Item ☆☆☆]

4. CIRCULATE GENERAL COMMUNICATIONS FILE

5. PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
   Members of the public may address the Commission on matters that are within the Commission's jurisdiction and are not on today's agenda. Public comment is limited to three minutes

6. REPORT OF THE CHAIR

   a. Individual Commissioner reports on Community Activities
      [◎Discussion Item ☆]

7. REPORT OF THE DIRECTOR

   a. Report on the 12.D.A. Contract Audits
      [◎Discussion Item ☆☆]
   b. Discussion and possible adoption of resolution regarding the civil rights of Falun Gong practitioners
      [◎Discussion Item ➲Action Item ☆☆☆]

REGULAR BUSINESS

8. Presentation by participants of former Midnight Basketball Program
   [◎Discussion Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

9. Discussion and update on the following items regarding the escalating Violence Affecting the African American and Latino Communities in San Francisco.
   a. Task Force Report
      [◎Discussion Item ☆☆☆]

10. COMMITTEE REPORTS

   a. Lesbian Gay Bisexual Transgender Advisory Committee
      Commissioner Martha Knutzen, Chair
      Commissioner Theresa Sparks, Vice Chair
      Larry Brinkin, Committee Staff

      i. Report of the May 15, 2001 Committee Meeting

         NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, June 19, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   b. Employment Committee
      Commissioner Larry Lee, Chair
      Commissioner Wilfred Hsu, Vice Chair
      Pansy Waller, Committee Staff

      i. No Report.
         [◎Discussion Item ☆]

         NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 7, 2001 at 1:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   c. Issues Committee
      Commissioner Theresa Sparks, Chair

      i. No Report.
         [◎Discussion Item ☆]

         NOTE: *The next meeting of the Issues Committee will be held on Monday, June 4, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

   d. MBE/WBE/LBE Advisory Committee
      Commissioner Charles Ward, Chair

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

Commissioner Shirley Dimapilis, Vice Chair
Romulus Asenloo, Committee Staff

i. Report of the May 16, 2001 Committee Meeting

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, June 20, 2001 at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

e. Youth and Education Committee
Commissioner Shirley Dimapilis, Chair
Commissioner Charles L. Ward, Vice Chair
Toni A. Delgado, Committee Staff
Melinda Wesley, Committee Staff

i. No Report.
[◎Discussion Item ☆]

NOTE: *The next meeting of the Youth and Education Committee will be held on Wednesday, June 6, 2001 at 4:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102*

CLOSED SESSION

11. EXECUTIVE SESSION
a. Vote on whether to hold closed session to confer with Legal Counsel to evaluate a City employee
[➲Action Item ☆☆☆]

b. Closed Session to to evaluate a City employee pursuant to subdivision (a) of California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b):

<u>IN RE: To develop guidelines for Interim Director Virginia Harmon for Pay-For-Performance Program</u>

12. RECONVENE IN OPEN SESSION
a. Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
[➲Action Item ☆☆☆]

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

b. Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
[➲Action Item ☆☆☆]

RETURN TO REGULAR BUSINESS

13. COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS

14. ADJOURNMENT

All meetings are held at: City Hall, 1 Dr. Carlton B. Goodlett Place Room 416, San Francisco, CA 94102, unless otherwise stated

NEXT MEETING: THURSDAY, JUNE 14, 2001

LEGEND: ☆ = Oral report, no attachment
☆☆ = Attachment provided
☆☆☆ = To be discussed at Commission Meeting

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approved

Human Rights Commission

City and County of San Francisco

Willie L. Brown, Jr., Mayor

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Minutes

Regular Meeting
Thursday, May 24, 2001

Approved 06-14-01

ROSTER OF COMMISSIONERS

Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Haig Baghdassarian
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton
Antonio Salazar-Hobson
Theresa Sparks
Charles L. Ward

Virginia M. Harmon, *Interim Director*

Toni A. Delgado, *Commission Secretary*

For more information, contact the Commission Secretary at 415-252-2500
Agenda and other information are available on the HRC website: www.ci.sf.ca.us/humanrights

ORDER OF BUSINESS

CALL TO ORDER
Commission Interim Chair Knutzen called the meeting to order at 4:47 p.m.

ROLL CALL
Commissioners Present
Haig Baghdassarian
Shirley Dimapilis
Wilfred W. Hsu
Martha Knutzen
Leslie Littleton (arr. 6:09 p.m.)
Theresa Sparks
Charles L. Ward

Commission Excused
Ghada Saliba-Malouf, *Chair*
Larry Lee, *Vice Chair*
Antonio Salazar-Hobson

HRC Staff Present
Virginia M. Harmon, Interim Director, Toni A. Delgado, Commission Secretary, Emil DeGuzman, Ron (Kabir) Hypolite, Zula Jones, Ellise Nicholson, Hadas Rivera-Weiss

Guests 1Present
Catherine Barnes, Deputy City Attorney, Jonnie Robinson

A quorum was present.

APPROVAL OF MINUTES
Approval of minutes of Commission Meeting of April 26, 2001
The minutes of the April 26, 2001 were moved (Dimapilis), seconded (Sparks) and approved (Unanimously).

Approval of minutes of Commission Meeting of May 10, 2001
The minutes of the May 10, 2001 were moved (Dimapilis), seconded (Ward) and approved (Unanimously).

CIRCULATE GENERAL COMMUNICATIONS FILE
There was no general communications file.

PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA
Algerine Clayton
Algerine Clayton, resident of subsidized housing in San Francisco, addressed the Commission about her concerns regarding obtaining her resident's file (see attached).

Commissioner Ward asked Ms. Clayton to further explain her need and position. Ms. Clayton stated that she needed to see her resident file from La Salle Apartments, which La Salle Management was withholding and asked the Human Rights Commission to assist.

Commissioner Ward asked the City Attorney if this issue was within the purview of the Human Rights Commission, and the City Attorney stated that it depended on the nature of the issue (did it include discrimination). Commissioner Knutzen asked Director Harmon if HRC Staff was aware of this request and Director Harmon stated she was unaware, but HRC Staff will look into it. Commissioner Knutzen asked that HRC Staff investigate this issue and present any results at the next Commission meeting.

REPORT OF THE CHAIR

Commissioner Knutzen welcomed new Commissioner Baghdassarian and asked him to introduce himself. Commissioner Baghdassarian stated that he has been a resident of San Francisco for three years and stated that he has been involved in seeking recognition of the Armenian genocide for the past fifteen years, both locally and in Southern California. Commissioner Baghdassarian stated that he recently graduated from law school and was studying for the Bar this summer.

Individual Commissioner reports on Community Activities

Commissioner Dimapilis stated that she attended the Health Initiatives For Youth (HIFY) Unity Jam where there were many workshops, organization tables, and positive youth involvement. She also attended the Filipino Independence Day Celebration in the Civic Center.

REPORT OF THE DIRECTOR

Director Harmon welcomed new Commissioner Haig Baghdassarian. She also introduced two new HRC staffers, Ellise Nicholson and Hadas Rivera-Weiss, who work in the LGBTH Division. Both Ms. Nicholson and Ms. Rivera-Weiss introduced themselves, providing a history of their educational and work experience and stated that they was happy to be working for the Human Rights Commission.

Discussion Chapter 12.D.A. Contract Audits

The final audit test program was completed and Director Harmon introduced Diana Rathbone (HRC Staff) to present the final findings to the Commission. Director Harmon stated that the HRC is working on the random audit process required by Chapter 12.D.A. ordinance. Ms. Rathbone stated that three random audits were completed successfully. The last audit of a contract at the Airport involving a joint venture between Lawrence Construction and West Bay Builders regarding Communication Center Expansion was problematic. Ms. Rathbone stated that both contractors has a negative history with a previous contract at the Port and both has been debarred from doing business with the City and County of San Francisco and fined ten percent of the value of the Port contract. This random audit was to ensure that both contractors are in compliance with Chapter 12.D.A. requirements. The audit proved that Lawrence Construction stated that they would be responsible for 51% of the contract needs, but the actual joint venture agreement between Lawrence Construction and West Bay Builders provided that Lawrence Construction would only contribute 40%. This obvious discrepancy was indeed in violation of Chapter 12.D.A. contracting requirement and these findings have been forwarded to Director Harmon, the Board of Supervisors, and the Mayor's Office and it is now awaiting the Director's determination. Ms. Rathbone stated that the HRC

is now working with the Controllers office to conduct the random selection of audits and the HRC will be prepared to move ahead as of July 1st of the next fiscal year.

Director Harmon added that she has asked HRC Airport staff to initiate a review of the sub-contracting participation of this contract and when complete, further determinations would be made.

Commissioner Baghdassarian asked if another contractor would have received this job if Lawrence and West Bay were not awarded and Ms. Rathbone said no.

Commissioner Hsu asked how much work remains on the contract and Ms. Rathbone stated about one-third.

Commissioner Sparks asked if the joint venture agreement existed before the joint venture contract, and if so, why was the document not reviewed by the HRC? City Attorney Barnes stated that at the time of the joint venture contract, the joint venture agreement was not finalized, so no comparison could have been made.

Commissioners Knutzen and Ward asked if the audit findings are made public. Director Harmon stated that the audit findings are discussed in this public meeting, in the M/W/LBE Advisory Committee, also a public meeting, in minutes of those meetings (posted to our website), and to the various department heads of the affected departments.

Director Harmon stated that HRC Staff will continue to provide audit information.

<u>Discussion and possible adoption of resolution regarding the civil rights of Falun Gong practitioners</u>
Commissioner Ward asked if the resolution is correctly referring to Falun Gong as a religion. Adam Leining, a member of the public and Falun Gong practitioner, stated that he did not personally feel that Falun Gong was 'religious' but it was a spiritual practice. Commissioner Sparks noted that the resolution read that the HRC protects freedom of religion, not that Falun Gong is a religion, and noted that Falun Gong was referred to as a spiritual practice in the beginning of the resolution. The City Attorney suggested that the HRC use language that reflects the language in the police code. Alicia Zhao, another member of the public and Falun Gong practitioner stated referring to Falun Gong as a religious practice has been done before and it is okay with her. Commissioner Ward withdrew his amendment.

Commissioner Hsu was concerned that the resolution read "incidents of violence" and wanted to ensure that the HRC knew of incidents of violence. Ms. Delgado stated that the HRC has obtained a police report related to the October 22, 2000 attack.

Commissioner Baghdassarian asked Mr. Leining and Ms. Zhao if Falun Gong practitioners refuse medical care and Ms. Zhao stated that that was untrue and that she would be happy to provide Commissioner Baghdassarian with materials on Falun Gong.

The resolution was moved (Dimapilis), seconded (Ward) and approved (Unanimously).

REGULAR BUSINESS

PRESENTATION BY PARTICIPANTS OF FORMER MIDNIGHT BASKETBALL PROGRAM

Ron (Kabir) Hypolite (HRC Staff), introduced Robert Hector, Director of the Midnight Basketball program. Mr. Hector stated that after six months of planning, Midnight Basketball began in San Francisco in 1991. In Maryland, where Midnight Basketball originated, studies showed that young men, aged 18-25, were more likely to get into trouble between the hours of 10:00 a.m. to 2:00 a.m. After the pilot program was ran, a joint venture was formed between the program and the Department of Park and Recreation. The program had 240 participants. In order to participate in the program, participants had to meet with case managers and attend workshops in areas such as employment, health, and fatherhood.

Commissioner Ward asked Mr. Hector how success was measured in this program, and Mr. Hector spoke of employment opportunities, jobs held, G.E.D.'s attained, and college attendance. Commissioner Ward then asked if the Midnight Basketball was co-educational and Mr. Hector stated no, because of unique nature and needs of 18 to 25 year old males. Mr. Hector added that a co-educational tem could be created if the interested is there.

Commissioner Sparks asked how long the program lasted, and if there are any statistics correlating lower violence in the affected areas, before, during and after the Midnight Basketball program. Mr. Hector stated that the program ended in 1995 or 1996 and that the Captain at the Third Street Police Station wrote a letter stating that the crime rate was down during the time that Midnight Basketball was in effect. Mr. Hypolite added that he is currently procuring and analyzing statistics from the Police Department and will present them to the Commission at a later date.

DISCUSSION AND UPDATE ON THE FOLLOWING ITEMS REGARDING THE ESCALATING VIOLENCE AFFECTING THE AFRICAN AMERICAN AND LATINO COMMUNITIES IN SAN FRANCISCO.

Task Force Report

Mr. Hypolite stated that the Task Force met with the General Manger of the Department of Park and Recreation on May 9th. They discussed the possibility of creating a soccer program modeled after the Midnight Basketball program, and the General Manager stated that funds and facilities were available to accomplish these programs. Mr. Hypolite stated that currently an extended hours program does not exist. Mr. Hypolite added that he is currently working on creating a resolution, which he hopes to bring before the Commission soon.

Commissioner Sparks asked if the Task Force will be reviewing other areas of violence in which to run this program and Mr. Hypolite stated that is would be up to the Commission.

Commissioner Knutzen asked Mr. Hypolite to ask the Police Department of other areas of high violence.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee
Report of the May 15, 2001 Committee Meeting
The Employment Committee met but both Commissioners Knutzen and Sparks could not attend. The Committee held a retreat on May 19th for the 23 new members of the Committee. The retreat enabled the Committee to identify issues that they wish to visit over the next year including LGBT health care, senior issues, housing, economic empowerment, and attendance policies.

Employment Committee
No Report.

Issues Committee
Report of the May 21, 2001 Committee Meeting
Commissioner Sparks states that the Issues Committee had a quorum. The Committee spoke about recruitment, attendance policies, the energy crisis, profiling, and medical marijuana. Commissioner Sparks stated that the Committee was interested in changing the date from the first to third Monday of every month.

MBE/WBE/LBE Advisory Committee
Report of the May 16, 2001 Committee Meeting
Commissioner Ward stated that HRC staff provided a presentation on test audits and the American Disability Act (ADA) Task Force. The Committee, with the assistance from Director Harmon and City Attorney Catharine Barnes, was going to visit the issues of ADA protection and compliance within the HRC rules and regulations. There was also public comment about re-certification.

Youth and Education Committee
No Report.

CLOSED SESSION

EXECUTIVE SESSION

Vote on whether to hold closed session to confer with Legal Counsel to evaluate a City employee
A vote to hold closed session was moved (Dimapilis), seconded (Baghdassarian) and approved (Unanimously).

Closed Session to to evaluate a City employee pursuant to subdivision (a) of California Government Code Section 54957 and San Francisco Administrative Code Section 67.10(b):
The Commission went into closed session at 6:04 p.m.

Commissioner Littleton arrived at 6:09 p.m.
Commissioner Baghdassarian left at 6:14 p.m.
The quorum was not affected.

RECONVENE IN OPEN SESSION
The Commission reconvened into open session at 6:18 p.m.

Possible report on actions taken in closed session pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
There were not actions to report.

Vote in open session on whether to disclose any or all executive session discussions pursuant to Government Code 54957.1 and San Francisco Administrative Code 67.12.
A vote to not disclose any or all executive session discussions was moved (Dimapilis), seconded (Ward) and approved (Unanimously).

RETURN TO REGULAR BUSINESS

COMMISSIONER DISCUSSION OF MATTERS OF INTEREST FOR POSSIBLE INCLUSION OF FUTURE AGENDA ITEMS
There was no Commissioner discussion of matters of interest for possible inclusion of future agenda items.

ADJOURNMENT
The meeting was adjourned at 6:20 p.m.

NEXT MEETING

DATE: June 14, 2001

TIME: 4:30 P.M.

PLACE: 1 Dr. Carlton B. Goodlett Place
Room 416
San Francisco, CA 94102

Respectfully submitted,

Virginia Harmon
Interim Director

By: Toni A. Delgado
Commission Secretary

MRS. ALGERINE CLAYTON
19 Whitfield Court
San Francisco, CA 94124
(415) 821-0232

Wednesday, May 23, 2001

Honorable Commissioners
Human Rights Commission

Dear Commissioners; this letter is in reference to a request denied to me that constitutes a denial of my rights as a citizen of these United States.

Tuesday May 15, 2001 I visited the office of the Human Rights Commission and spoke with staff. Staff led me to believe that they would request a copy of my resident's file for me from the managers of my apartment development. I spoke for a period of approximately two (2) hours willingly answering all questions although I did not see the relevance to my request of a copy of the contents of my file. Two (2) days later staff called and her demeanor had changed. The attempt was to put me on the defensive and paint me as a pariah for daring to ask for something that I have a right to receive. I am asking for your assistance in correcting these wrongs, first by the party who refused to give me the contents of my file in the first place and then by staff who has tried to deny me the same right.

I am a citizen of the United States first and a resident of subsidized housing last. I did not sign away my rights when I moved into my development nor did I sign away my rights when I came to the Commission to ask them to fight for my rights. It is my understanding the purpose of the Human Rights Commission is to advocate and enforce the rights of the citizens of the City and County of San Francisco. Please correct me if I am wrong on this point. If I am not wrong, I would greatly appreciate your assistance in getting a copy of my resident's file. Thank you.

Sincerely,

Mrs. Algerine Clayton

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